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Notes and comments

Local government reform

ALL INTERESTED in local government are agreed that reform of its structure is urgent. Already, in the absence of reform, many important functions have been transferred from borough and district councils to county councils, without regard to the question whether all these authorities, widely varying in size and resources, were capable of undertaking them. Many more functions, which a reformed local government system would be perfectly competent to perform, have been taken out of its hands altogether. Simultaneously, Government agencies have assumed increasingly close and detailed control of the activities of local authorities, much of which results in waste, delay, duplication of effort, multiplication of staffs, and general frustration. Local democracy, which has played so great a part in the development of those services of health, welfare, protection, and social amenity which have made British public administration the envy of the world, is sick. If remedies are not applied soon, it will atrophy and might ultimately perish.

The diagnosis is agreed, and the remedies have been widely canvassed. But who is to apply them ? In their election manifestos, both the Labour and Conservative parties pledged themselves to local government reform. It is widely believed that the Labour party has a Bill in draft, which it was proposing to introduce early in the new Parliament had it won a firm majority. The Conservatives have been investigating the problem for some time and would, no doubt, have speedily formulated their own proposals had they been returned to power. But, with the present delicate balance of parties, contested legislation is

unlikely and, with the doctors powerless, the patient is being left to languish.

Need this be so ? In a letter to "The Times" recently, Sir Malcolm Truhamt Eve who, as chairman of the defunct Local Government Boundary Commission, probably has a wider view of the problem than any man in the country, suggested that it need not, and proposed a solution. Party legislation, he agreed, was impracticable. But non-party legislation was not. The need for local government reform was accepted by all parties. There was disagreement over the means, but it was not a political disagreement, and supporters and opponents of the various remedies proposed might be found in all parties. In these circumstances, Sir Malcolm suggested, why not call a round-table conference and seek an agreed solution which could be submitted to Parliament as a non-party measure ?

This is a common-sense proposal which should commend itself even to the most die-hard politicians of both left and right, since, as "The Times" pointed out in a leading article supporting it, both the credit and the odium attaching to an agreed measure would be the joint property of the two parties, and its defence would therefore endanger the electoral chances of neither.

But it will not be enough to secure agreement between the political parties. The prospect of reform has been bedevilled by controversy among the local authorities themselves, each of which has hitherto rejected any proposed remedy which seemed likely to prejudice its own status and interests. Sir Malcolm, on the basis of his unique experience as head of the Boundary Commission, believes, however, that this internecine conflict among the authorities and their spokesmen is more superficial than real. "I have found," he wrote, "that, while the 'official' views of local government administrators differ widely, their 'unofficial' views are far closer together"—and he goes on to suggest that the proposals put forward by the Boundary Commission itself might well provide the basis for discussion.

A last chance ?

If this view is correct, then we have an opportunity to-day for fundamental reform which may not be repeated. The fairly even balance of power in Parliament should make the adoption of a non-party measure easier than in any other circumstances. Once that has been accepted, it is necessary only for the local authorities and their associations to swallow their pride, abandon their suspicions, and join with Parliament in agreeing on remedies which, though they might call for sacrifices from some, would enable local government as a whole once again to play its proper part in national democratic administration.

We hope that all concerned will seize this opportunity before it is too late. For if they fail, local government as we know it may, in the next twenty years or less, be

swallowed up in a vast State bureaucracy, all its powers and privileges gone, all its vast potential for communal welfare needlessly wrecked on rocks of parochial prejudice.

The service in war

How great that loss would be is demonstrated in two recent publications. The first is a volume of the official history of the war in which, under the title "Problems of Social Policy" (H.M. Stationery Office and Longmans, 25s.), RICHARD M. TITMUSS tells the story of three great wartime measures, evacuation, the hospital service, and help for the victims of air attack. Mr. Titmuss has marshalled his vast material with skill. He does not spare his criticism, whether of "Whitehall," the hospitals, or individual local authorities. But through all the human error, folly, and misunderstanding, there emerges a heart-warming picture of able men and women battling with ever-changing problems and turning apparent failure into immense accomplishment; with the oft-maligned public official in the forefront, displaying precisely those qualities of initiative, drive, and capacity for improvisation which his critics so commonly deny him.

Official forecasts of what war would be like proved wrong in many respects: pre-occupation with gas, estimates of the duration and volume of the air attack, and the lack of provision for the after-effects of raids (though preparation was made for 600,000 killed and 1,200,000 injured in the first 60 days, the prospect that thousands would be homeless was hardly foreseen)—all showed the prophets confounded. In retrospect, however, the least forgivable errors of the preparatory years seem to be the parsimony of the Government and its failure to evoke the whole-hearted co-operation of local authorities—errors which it had to correct as the war progressed.

The services which form the theme of this book were vital to national existence, and when at last they became major partners in planning and executing them, the local authorities had a heavy burden to carry. Hampered by financial restrictions and at first neglected, then over-controlled, by central departments, there is small wonder that a few failed to respond to the needs of the hour. But, for the most part, councillors and officials earn good marks in this book; once their executive experience was utilised, they got on with their jobs despite the unsuitability of their areas for so many purposes, in war as in peace.

Bases of Welfare State

Mr. Titmuss concludes with an attempt to balance the achievements of the wartime services and to assess their significance for the future. Life became harsh and drab. Physical conditions worsened and there was grave psychological disturbance; but health in general was marvellously maintained—again contrary to the forecast—and there was no widespread break of morale. Mr. Titmuss doubts whether there was a serious lowering of standards of conduct. The sensational reports of increased divorces, murders, or lost and deserted evacuees should be considered in relation to the size of the "population at risk" and, if this be done, the lowering of standards was insignificant.

For the success of all these great social operations, local government can take a big share of credit. But the foundations had been laid earlier, by it and other agencies, in the rising standards of life, the better feeding, the care of mothers and children, the reduction in the size of families, and the other manifestations of the heightened social conscience of the last half-century. The war was won, in

part, because, as a nation, we had been improving our ways of life and our stamina and so could better resist its menace to our well-being. During its course, in turn, we learned much that is helping us to enhance further our social provision for good health—better organised health services, universal medical aid, new techniques of treatment, wiser feeding and the better distribution of food among all classes: above all, those concepts of equal shares and government responsibility for the whole population which are the bases of the Welfare State.

The war ended the poor law conception of social services for the destitute alone. Bombs fell on rich and poor alike and the homes of all classes lay in the dust. In 1939 the Treasury had refused to let the London County Council buy blankets for rest centres, lest the occupants should linger in too much comfort. Before the war ended, all its victims enjoyed equality of service from public bodies. The inclusion of all classes in the scope of national insurance and the national health service to-day is due to no idle egalitarian sentiment; it marks the recognition that at almost every social level the social services are a necessary adjunct to a full and happy family life. Out of those six years of evil, this good at least has come.

New health records

The second document, more up-to-date and no less heartening to both local government and health service staffs, is the annual report of the Ministry of Health for 1949, published last month. It presents an astonishing picture for a country which has suffered six years of war and ten of "austerity," lacking, in the view of many foreigners and some of our domestic croakers, most of the necessities as well as all the luxuries of "civilised" life. Last year, it records, the civilian death rate fell to 11 per thousand—the lowest ever recorded, and 20 per cent. lower than that of 1938; the infant mortality rate fell to 34 per 1,000, another low record, less than half that of 1931-5, and less than a quarter what it was fifty years ago; and there were striking declines in many diseases, notably diphtheria, bronchitis, pneumonia, influenza, and enteritis and diarrhoea. These improvements were particularly marked among children, whose death rates were less than half what they were in the last year before the war.

It was fitting that the year in which was celebrated the centenary of the public health service should see the inauguration of a comprehensive national health service. How great an administrative revolution this was, the report shows, and its author rightly takes pride in the fact that it was effected without any breakdown in service to the patient—although, as he points out, "the education of the public in the right use of the service will take time." There were many difficulties: the unexpectedly heavy demand for optical and dental treatment, the heavy pressure on the ambulance service, the increase in the number of hospital patients, the continuing shortage and heavy wastage of nurses, the crowded surgeries of the general practitioners. That, despite these problems, the year should have established so many new records in national health, is as remarkable as it is encouraging, and demonstrates how much greater progress will be possible when the services, their growing pains ended, are all working at fullest efficiency.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

Are we like this?

Local government officers are 'sedate, safe and unenterprising, impervious to original ideas.' If the service is to survive, it must develop a new staff outlook, argues this provocative article by

ALLEN MARSHALL

THE LOCAL GOVERNMENT service is facing a serious crisis. Yet most local authorities, whether as composite bodies or as groups of individual councillors, and most local government officers, either fail to recognise the crisis or, if they do recognise it, ignore it.

Local government has the laudable purpose of public service. But the means it uses to achieve that purpose too often dominate and subvert the ends.

Can we be surprised, then, that the outstanding feature of its recent history has been the filching of its services? This process has gone on—rightly—because local government, with its present structure and organisation, has been regarded as incapable of providing those services efficiently. The problem to-day is, then:

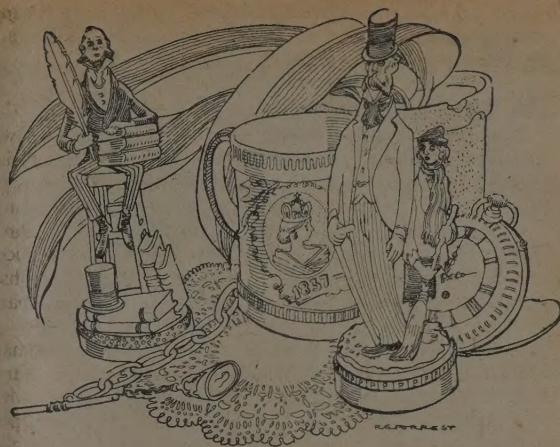
Can local government be so adapted, structurally, without forfeiting its democratic basis, as to become a suitable instrument for the services it ought to administer? and, Can it adapt itself internally to make the best and most economical use of its staffs and, at the same time, to provide conditions of employment and service which will attract the right type of new entrant?

Should we fail to solve this double problem, then local government will find itself left with only a residue of local and unimportant tasks and will become insignificant, both as a part of public administration, and in the minds of men and women.

As local government officers, we are concerned with both aspects of the problem. The answer to the first is, in my view, "regionalism." This has so often been expounded and discussed that I do not propose to elaborate it here. It is the second part of the problem which concerns us, as officers, most closely, and which I want to discuss.

The staffing of local government has tended to grow up in a typically haphazard way, meeting everyday problems as they arose and refusing to deal with questions of principle until the march of events made drastic action compulsory. Thus, beyond piece-meal, unco-ordinated, solutions to small-scale problems, local government staff organisation has always been between a quarter and a half century behind the times. This, I contend, is a major cause of the expropriation of services by the national government.

The public at large has an exaggerated but, in my opinion, basically true, picture of the typical local government officer—sedate, safe, unenterprising, shirking responsibility and, as Bagehot so bitingly remarked of the public servant, "decorously dull."



This type of officer, in my view, certainly exists. He was the better type of schoolboy who had secondary education to school certificate standard. He entered local government because it was considered respectable and "genteel." For about 25 years he has worked and stagnated, either stepping into dead men's shoes or securing promotion in a developing department until, in, say, the early forties, he is in a position of some responsibility and authority. But he is a creation essentially of "one department," in which he has suffered gradual cerebral anaesthesia, without any conception or detailed knowledge of the local government service as a whole or of the way in which it forms part of the wider scheme of public administration; and without any understanding of industrial and commercial life "outside," or of the people with whom he has to deal. This man is a mass of prejudices, impervious to ideas—especially if they are original—and unable even to wield impartially the meagre authority with which he may be entrusted.

If this picture is a true one, can we be surprised that Parliament, in a State which for the last 50 years has been moving towards more and more social service, has deemed the local government service unequal to many of the new tasks?

Local authorities themselves are equally to blame. They have, by and large, encouraged their officers to develop the narrow, parochial "departmental" outlook rather than the "service" outlook; have "played for safety" in making appointments, preferring the "experienced" departmental man to the qualified public administrator; have closed their eyes to the example set by the civil service and to the "mobility" recommendations of the National Joint Council and the Examinations Board, and have watched, apparently without concern, the consequent vast recession in their powers and duties.

The N.J.C. and the Examinations Board have pointed the way out of this morass of prejudices and incompetence through greater knowledge, qualification, and the gradual substitution of the safe, stolid "departmental" automaton by the qualified public administrator, alive to the social implications of his time and enthusiastic not only for the execution of democratic decisions, but for the development of his service to cope with the functions entrusted to it. In many ways, NALGO has given a lead in this but, unfortunately, a solid core of its members—those who have found their niche, and those who hope to reach a similar niche without the labour of qualifying—have stood

solidly against the more enlightened policy which their Association supported.

But if this more enlightened policy is to succeed, the men and women who could carry it out must be given reason to enter local government service: they must be offered a sufficient financial reward; and—more important—they must be given the opportunity to make that creative contribution to public welfare which their nature demands.

Even if this were accepted, however, the fragmentary structure of local government would prevent it from offering this opportunity on the same scale as the civil service. That provides another reason why, in my view, it must move forward to the wider integration and more "national" structure of regionalism. For regionalism, besides providing an effective answer to the structural aspect of the crisis, is the only way to open up to the mass of local government officers avenues of promotion which would be wider than anything hitherto envisaged and comparable to the opportunities which exist in the civil service.

The external and the internal crises facing local government are thus, in my submission, complementary, and the solutions are inseparably intertwined. We can be sure, however, that the answers will not arrive of themselves, nor will local government remain static. It must either move on to greater achievement or recede towards extinction. It can do the former only as a result of the conscious efforts of men and women.

We have an individual responsibility as members of a democratic community, and a group responsibility as local government officers, to play our part in advancing the service towards what, I believe, can be a great future. We have the further responsibility as local government officers to equip ourselves to play our parts in the new service. Let us ensure that we shirk neither responsibility.

The postman never calls...

by E. C. COLEMAN

HE SENDS in an application for a new appointment that has been advertised. No acknowledgment comes. The closing date is here, and he tells himself that the committee will soon be considering his application and that he stands a sporting chance of getting the job. A couple of weeks pass by—three—four . . . then he assumes that his application has been unsuccessful. But the postman never calls. There is no word that his carefully compiled application and his testimonials—obtained with no little effort—have been considered. So that council is added to his black list.

He applies for another vacant post. This time, his application is acknowledged—in an envelope, too, and not on a postcard for the landlady to read. A few days after the closing date, he receives a courteous letter from the council, thanking him for having placed his valuable services at its disposal, but regretting that he has not been appointed. But he does not mind so much, because the postman did call. His mind is at ease—no further hopes or doubts. He pegs away at other appointments, encouraged by the thought that at least someone recognises his capabilities

and interest. He will certainly apply again to that council if the opportunity comes.

Now, there are scores of NALGO members who handle the applications for posts with their authorities. It is up to them—the chief clerks—to see that the postman does call on the applicants. Public relations begins at home. These senior officers should show applicants the same consideration and courtesy which they rightly insist that their juniors should show to the "public." After all, the applicants are part of that "public."

It is disappointing, especially when it can so easily be avoided, for a hopeful applicant to wait day after day for the letter which never comes.

Wanted: a school for administrators

by R. S. B. KNOWLES

ONE OF THE biggest problems confronting local government to-day is the wasteful and out-of-date condition and unimaginativeness of much of its domestic machinery. For that problem there is only one solution—better administration. But how are we to train the administrators?

The problem is difficult. For, while most of us recognise good administration when we meet it, few could describe the essential attributes of a good administrator, and many may doubt whether it is possible to train a man in administration at all. Administrative ability is possibly innate.

But difficulty does not excuse us for ignoring the problem nor for delaying the search for its solution. The first need is to give the good administrators in the service a chance to get to the top. Sixteen years ago, when the Hadow Committee emphasised the need for administrative ability rather than legal competence among candidates for clerkships, it seemed that this might happen and that local government might achieve good administration for the first time in its history. But that particular recommendation has been pigeon-holed by the local authorities. It is still virtually impossible for a non-legal man to reach the highest posts in the service. And the same principle applies in most departments: the administrator takes second place to the professional man—with the result that the man who trains for one profession is not only given *carte blanche*, but is compelled to practise another—that of administration—for which he may lack both ability and training.

I cannot believe that this extraordinary system can produce the first-class administrators we need to revolutionise the internal machinery of local government.

NALGO has a proud educational record. It interested itself in the training and education of the rank and file of local government officers long before the importance of such work was recognised. That recognition has now been given by the establishment of the Local Government Examinations Board. NALGO's educational work goes on—largely upon orthodox lines. But orthodox lines are not enough in a world that must continually change if it is to progress.

Is it not within NALGO's province to conduct original research into the principles of administration and to provide a course of training in local government administrative methods—even, maybe, a staff college?

Telling the world about you

Each year, hundreds of foreign students see British local government in action, under the auspices of the British Council, whose far-ranging work in this field is here described by

MURIEL HARRIS

THE PRIMARY PURPOSE of the British Council is to provide information about Britain and the British way of life to people overseas—and, especially, information which is of direct, immediate, and practical interest to those who seek it. One of the many ways in which this function is carried out is by holding short courses and summer schools in Britain for foreign students.

This scheme was started in 1946, and, from the beginning, local government was one of the most popular subjects. At that time, European countries were in the throes of post-war reconstruction, and, at first, all the students were European. But as knowledge of the courses spread, they began to attract students from all parts of the world, and by the end of last year we had welcomed visitors from Austria, France, Belgium, Denmark, the Netherlands, Italy, Portugal, Greece, Norway, Finland, Sweden, Iceland, Poland, Czechoslovakia, Hungary, Turkey, New Zealand, Nigeria, British Guiana, Egypt, Palestine, China, India, Malta, and Mauritius.

The courses are organised in collaboration with the local authorities in the areas in which they are held. Lectures are given—often by the officers most closely concerned—on the working of local government as a whole and of the different types of local authority, and, since observation at first hand is one of the most valuable features, visits are arranged to as many undertakings as possible. These have included civic centres, libraries, museums, baths and laundry services, parks, playing fields and recreation grounds, youth clubs, schools, nurseries, clinics, hospitals, laboratories, housing estates, old people's homes, road construction, destructor works, sewage plants, reservoirs and water works, law courts, police headquarters, fire stations, and council and education committee meetings. In Glamorgan last year, one group was particularly interested to attend a meeting of the county branch of NALGO, and several groups have visited the Association's Headquarters.

The reactions of the students vary. Many have been impressed by the law-abiding nature of the British citizen, and the new health services and youth services have greatly interested them. Austrians and Italians commented on the British respect for the law, and the way in which such restrictions as rationing and high taxation are accepted. Nigerians were impressed by the friendliness and kindness



The Lord Mayor of Liverpool shows overseas students round the Town Hall during a British Council course.

of the people, the health of the children, the Englishman's love of his garden, and the provision of spacious parks in our cities. Most consider that British local government has reached an advanced stage of organisation and wish to adapt many of its methods to their own systems.

In addition to those who have attended formal courses, several African chiefs and native administrators have been here to study local government. Last summer there was a party of chiefs from Uganda: the Emir of Bedde—Chief of the Eastern Province of Nigeria—two district chiefs from the Gambia, another from Nigeria, and a deputy chief from the Sudan.

The Council awards a few short-term bursaries for periods of from three to six months' study of local government in the United Kingdom. These awards are made possible by the co-operation of local authorities and their officers, who readily arrange for the holders to spend periods working with them and studying their methods and machinery more closely than is possible in a short course.

The first course this year was held in February at Lambeth, when 16 students from nine countries studied the administration of the borough and saw something of the plans for the 1951 Festival of Britain. Throughout the year, similar courses will be held in 24 different centres, and more than a thousand specialists are expected to take part. One of the courses, to be held in Wallasey in co-operation with the local authority and Liverpool university, will be the twelfth of its kind. Although the pressing demands of the immediate post-war period have now been satisfied, the courses are just as popular and the delegates just as eager to learn.

In addition to these courses at home, the Council sends many experts to lecture on British local government in overseas countries. Early last year, DR. L. HILL, former general secretary of NALGO, toured Nigeria, the Gold Coast, Sierra Leone, and Gambia. The Council has also made a film, "Local Government," which, though originally made for West Africa, has now been shown in 50 Colonial, European, Middle and Far Eastern, and Latin American countries. The film is a simple description of English local government, showing the areas into which the country is divided, the system of election and finance, and the many services administered by local authorities, in which public health is particularly stressed.

Amendments to conference agenda

WITH THE receipt of amendments to the notices of motion published in last month's journal, the agenda for the Association's Annual Conference, to be held at the Winter Gardens, Eastbourne, from June 13 to 16, is now complete.

The amendments are published below with the notices of motion to which they relate. Notices of motion to which no amendment has been tabled are not reproduced.

The agenda is subject to co-ordination and consolidation by the agenda committee, and copies of the final document will be sent to delegates towards the end of this month.

Annual Report: paragraph 41—"Local Government Service"—record of voting.

Amendment by Islington Branch: That paragraph 41 of the Annual Report be referred back to the National Executive Council with the instruction that, particularly in view of paragraph 11 of the Annual Report, the National Executive Council should carry out the decisions of Conference and cease to avoid implementing such decisions in future.

Amendment by Liverpool Branch: That this Conference notes with interest that the National Executive Council does not appear to have considered more than one major issue during 1949-50, and having regard to the cost to the Association of meetings of the National Executive Council and its Committees, asks the National Executive Council to consider whether the business of the Association could not be discharged more economically in future.

Amendment by West Suffolk and District Branch: That, having regard to the absence of any record of voting in a National Executive Council meeting appearing in "Local Government Service" during the past year, and to the fact that it is difficult to believe that no major issue has been discussed, paragraph 41 be referred back to the National Executive Council.

Equal pay for equal work

9. *Metropolitan District Committee:* That this Conference reaffirms the Association's policy of equal pay and calls upon the

National Executive Council to take vigorous action in all appropriate quarters to secure the implementation of this policy.

Amendment by Devon Branch: After the words "vigorous action" in line 5 insert "and make this reaffirmation known"; delete "to secure the implementation of this policy" at the end of the motion.

Charter—anomalies

15. *Poole and District Branch:* That this Conference instructs the National Joint Council (staff side):

- (i) to take such immediate action as will ensure that officers doing like work in local government should be remunerated at least at the same minimum grade, and
- (ii) to press for an establishment of designated posts and schedules of duties constituting such posts throughout the local government service so that clause (i) of this proposition may be put into effect, and
- (iii) to deal with this matter as vital to the service, in view of the many anomalies which have arisen in the interpretation of the Charter by the employers' side.

Amendment by Rotherham and District Gas Branch: After the word "government" in line 6, and after the word "service" in line 11, insert and "nationalised industries."

Salaries—General Division

17. *Burnley Branch:* That this Conference instructs the National Executive Council to make yet further endeavours to secure a lowering of the age at which officers reach the maximum of the General Division of the national scales of salaries.

Amendment by Tottenham Branch: Add "including by increasing the minimum salary."

18. *Durham Branch:* That the National Executive Council be asked to expedite negotiations with the National Joint Council with a view to lowering the age at which officers in the General Division of the national scales of salaries reach the maximum of £385 per annum.

Amendment by Brentwood Branch: Delete

all words after the word "the" at the end of line 6 and insert the words "maxima of £385 per annum for men, and £308 per annum for women."

Amendment by Glasgow Branch: After the words "National Joint Council" in lines 3 and 4 insert "and the Scottish Joint Industrial Council."

20. *Aberdare Branch:* That the National Executive Council continue to press for the lowering of the age at which the maximum in the General Division is reached from 32 to 28, and for the maximum salary to be increased from £385 per annum to £400 per annum.

Amendment by Brentwood Branch: At the end of the motion add the words "for men, and from £308 per annum to £320 per annum for women."

22. *Southport Branch:* That the amendment of the General Division scales so that the maxima are reached at the age of 25 years be the principal aim of the Association's salary policy in the ensuing year, and that the National Executive Council be instructed to take the necessary action to secure this amendment as soon as possible.

Amendment by Paignton and District Branch: Delete the words "the principal aim" in line 4 and insert "one of the major aims."

23. *Northants County Branch:* That the National Executive Council be directed to make representations through the staff side of the National Joint Council with a view to securing an early revision of the salaries scales of the General Division so as to provide for men a minimum of £260 per annum at 21 and £310 per annum at 25, and for women a minimum of £210 per annum at 21 and £250 per annum at 25.

Amendment by Glasgow Branch: After the words "National Joint Council" in line 4 insert "and the Scottish Joint Industrial Council."

24. *Lindsey County Officers' Branch:* That the National Joint Council be requested to review the General Divisions of the national scales to ensure that the increments on attaining the age of 18 shall not be almost entirely offset by the increased deductions in respect of national insurance and superannuation.

Amendment by Glasgow Branch: After the words "National Joint Council" in line 2 insert "and the Scottish Joint Industrial Council."

Salaries for shorthand typists, typists and machine operators

27. *Northants County Branch:* That the National Executive Council, through the staff side of the National Joint Council, press for the establishment of a scale of salaries for qualified shorthand typists, such scale to be higher than the General Division, but the maximum not to exceed that of the Clerical Division.

Amendment by Bebbington Branch: After the word "typists" in line 5 insert "of defined experience."

Ancillaries Annual Meetings

NOTICE is hereby given that the annual general meetings of the NALGO Provident Society (No. 1580—London), the NALGO Building Society (No. 804B—London), and the National and Local Government Officers' Mutual Insurance Association, Ltd.—LOGOMIA (No. 2898 R—London), will be held at the Winter Gardens, Eastbourne, to consider the following agenda:

Nalگو Building Society, Tuesday, June 13.

Minutes of last meeting; report of the committee of management; financial statement for 1949; appointment of auditors; election of four members of committee of management; approval of a new set of rules; and general business.

Nalگو Provident Society, Wednesday, June 14.

Minutes of last meeting; election of committee of management; financial statement and balance sheet; annual report; alterations of rules Nos. 9, 10, 13(1) and (4), 15(1) and (2); and any other business.

Logomia, Thursday, June 15.

Minutes of last meeting; annual report and accounts; election of one member of the board of management, an arbitrator, and an auditor; and any other business.

All three meetings will commence at 4.30 p.m. Copies of the agenda, report, and financial statement of N.B.S. and N.P.S. will be circulated to branches later, and may be obtained by individual members of the ancillary concerned on application to the secretary at 1, York Gate, London, N.W.1. The agenda, report, and financial statement of LOGOMIA will be sent to all shareholders.

Amendment by Glasgow Branch: After the words "National Joint Council" in line 3 insert "and the Scottish Joint Industrial Council."

28. Northants County Branch: That the National Executive Council, through the staff side of the National Joint Council, press for the establishment of a scale of salaries for qualified accountancy machine operators, such scale to be higher than the General Division, but the maximum not to exceed that of the Clerical Division.

Amendment by Glasgow Branch: After the words "National Joint Council" in line 3 insert "and the Scottish Joint Industrial Council."

Provincial "weighting"

30. Manchester Branch: That this Conference instructs the National Executive Council to refer to the staff side of the National Joint Council, as a matter of urgency, the question of "weighting" the

national scales of salaries in favour of the larger provincial towns in England and Wales.

Amendment by Bognor Regis Branch: After the word "of" at the end of line 6 insert "holiday resorts and"

Amendment by Cowes (Isle of Wight) Branch: After the word "of" at the end of line 6 insert "spas, resorts and"

Amendment by Glasgow Branch: After the words "National Joint Council" in line 4 insert "and the Scottish Joint Industrial Council."

Amendment by Hertfordshire County Branch: Delete all words after the word "salaries" in line 6.

Amendment by Mid and West Herts Hospitals Branch: At the end of the motion add "and the extension of the existing London area to a radius of 30 miles from Charing Cross."

31. Birmingham Municipal Officers' Guild: That the staff representatives of the National Joint Council be instructed to take steps to ensure that an appropriate percentage of London "weighting" be paid in the larger provincial towns where a similar differentiation applies in the Civil service.

Amendment by Bognor Regis Branch: After the words "paid in" in line 6 insert "holiday resorts and"; delete all words after the word "towns" in line 6.

Amendment by Portsmouth Branch: Delete the word "applies" in line 7 and substitute "has been applied for."

32. Coventry Branch: That this Conference instructs the National Executive Council to instruct the staff side of the National Joint Council to negotiate for provincial "weighting" of an amount to be determined, to be applied to such large towns and cities together with their adjoining areas as the staff side may consider appropriate.

Amendment by Bognor Regis Branch: After the word "such" in line 6 insert "holiday resorts and"

Amendment by Glasgow Branch: After the words "National Joint Council" in line 4 insert "and the Scottish Joint Industrial Council."

Promotion examination

33. Newark Branch: In view of the recognition of the intermediate examinations of the I.M.T.A., I.C.A., or S.I.A.A., as promotion qualification for finance staffs, that all intermediate examinations of similar professional bodies enumerated in the list of examinations appropriate to the local government service be recognised as qualifications for promotion from the General Division in accordance with the motion passed by the 1949 Conference.

Amendment by West Bridgford Branch: Add "and that Section A of the Associate Membership Examination of the Institution of Civil Engineers be regarded as an intermediate examination for the purpose of this motion."

Electricity—service conditions policy

35. Bristol Electricity Branch: That this Conference repudiates the action of the National Electricity Consultative Committee in refusing to accept the decision of Conference on an important issue of principle.

Amendment by Southern Electricity No. 1 Branch: That Conference commends the courage of the National Electricity Consultative Committee for its action in disregarding the instructions of the last Conference, thereby allowing final grading to be in the hands of members by April 1, 1950.

Salaries—shorthand typists

36. River Trent Catchment Board Branch: That the National Executive Council be and is instructed to press for an upward revision of the scale of salary paid to shorthand typists in the local government service, so that this scale is equivalent to that paid to shorthand-typists by the electricity supply industry.

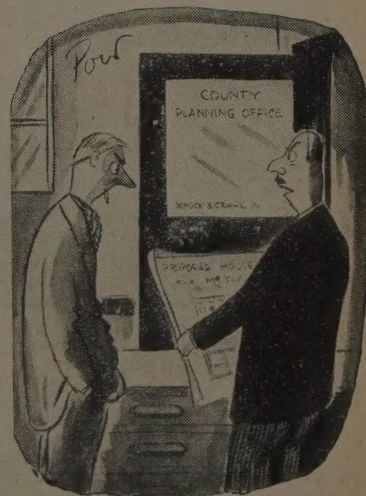
Amendment by Nottingham Health Services Branch: Delete the word "service" in line 6 and substitute "and national health services."

Superannuation amendments

37. Derby Branch: That the National Executive Council be requested to take the first favourable opportunity to secure the amendment of the Local Government Superannuation Act, 1937, in order to give officers the option of retiring on pension at the age of 60 years, irrespective of years of service.

Amendment by Leeds Branch: Delete "irrespective of years of service" at the end of the motion and add the words "after 30 years' service."

Amendment by Middlesex County Branch: At the end of the motion add "or after 40 years' service even if under 60 years of age."



"I can't find a thing wrong with it."



"Send my bike round to the front"

Amendment by the West Cornwall Branch: Between the words "opportunity" and "to" in line 3 insert the words "through the machinery of the National Joint Council."

38. River Trent Catchment Board Branch: That the National Executive Council be and is instructed to press for an amendment of the Local Government Superannuation Act 1937, so as to provide for officers to have the optional right of retiring at the age of 60, irrespective of the years of service with a local authority, and to receive an appropriate superannuation allowance.

Amendment by West Cornwall Branch: Between the words "press" and "for" in line 3 insert the words "through the machinery of the National Joint Council."

Adaptation of Association machinery

39. National Executive Council: That this Conference hereby approves and adopts the Report and Scheme presented by the National Executive Council on this subject and authorises the Council to proceed with the further steps indicated therein with regard to a new scale of subscription, percentage of rebate to branches and allocations to district committees, and revised set of Rules, for submission to Conference next year.

Amendment by Bury St. Edmunds Branch: Add "and that the Association publish in 'Local Government Service' full details of the re-organisation proposals in sufficient time to permit amendments to such proposals to be placed on the agenda of the 1951 Conference."

Amendment by Northants County Branch: That Conference deplores the fact that the report and scheme of the National Executive Council was not circulated to branches and district committees before the last date for the receipt of notices of motion for the Conference and requests that in future any similar reports be circulated in adequate time to enable them

to be considered by branches and district committees and for notices of motion to be submitted if desired.

44. Newport (Mon.) Electricity Branch: That this Conference instructs the National Executive Council to give consideration to a policy designed to ensure that the best negotiating powers be obtained on the staff side of the joint committees at all levels in the electricity industry. Staff representation on both national and district joint councils should therefore be drawn from the most able and experienced NALGO negotiators irrespective of the branch of the service to which they belong.

Amendment by Blyth Branch: Delete the words "in the electricity industry" in line 7.

46. National Executive Council: That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the Annual Conference to be held in 1951, subject to the preservation of the right of each branch, district committee and sectional and professional organisation to appoint at least one delegate to such Conference, it being understood that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1951 Conference.

NOTE: Rule 23 is as follows:

The following shall be the proportion of representation at a Conference:

(a) Each District Committee may elect not more than four nor less than two representatives.

(b) Each Branch may elect:

- one representative for a membership not exceeding 50;
- two representatives for a membership over 50 but not exceeding 150;
- three representatives for a membership over 150 but not exceeding 250;
- four representatives for a membership over 250 but not exceeding 400;
- and so on with one additional representative for each further 150 members (or major proportion of 150 members) up to a maximum of twelve representatives.

For the purpose of this section the membership shall be as shown in the summary sheets for the previous year ended the 31st day of October and forwarded to the General Secretary in accordance with the provisions of Rule 12.

(c) Each Sectional and Professional organisation may elect one representative for a membership not exceeding 250, with one additional representative for a membership exceeding 250.

Amendment by Hereford City Branch: At the end of the motion add "and failing such submission Rule 23 shall operate until the new rule is brought forward for consideration."

Salaries policy

48. Coventry Branch: That Conference rejects the "salaries policy" of the Association as adopted at the 1949 Annual Conference, and instructs the National Executive Council immediately to initiate

a campaign with a view to achieving an all-round general increase in salaries, and to take such other measures as are necessary to achieve such object.

Amendment by Leicestershire Branch: After the word "salaries" in line 7 insert "particularly by means of intensive propaganda through the press and the B.B.C."

49. Metropolitan District Committee: In view of the fact that the present salaries in the local government and other services are based on the consolidation of the cost of living bonus in operation on 1st January 1945, the Conference instructs the National Executive Council to table immediately a claim for an increase in all salary scales commensurate with the rise in the cost of living.

Amendment by Barking Branch: Delete the words "an increase in all salary scales" in lines 8 and 9 and insert "a cost of living bonus."

Amendment by Bognor Regis Branch: At the end of the motion add "from that date."

Amendment by Bucks County Branch: Delete the words "rise in the cost of living" at the end of the motion and insert "general rise in wages since January 1945."

Amendment by Halifax and District Branch: Add at the end of the motion "and to approach the Government to take effective action to prevent further increases in the cost of living."

50. Southend-on-Sea Branch: That Conference instructs the National Executive Council to take the strongest possible action with a view to securing a favourable revision of the Charter salary scales to meet the continued rise in the cost of living.

Amendment by Dunbartonshire Branch: Delete the words "a favourable revision of the Charter" in lines 4 and 5 and substitute therefor "an all round increase in"; at the end of the motion add "since 1945."

55. Middlesex Branch: That if NALGO accepts national grading as its future policy, it should be as minimum grading only.

Amendment by Hammersmith Branch: At the end of the motion add "giving each provincial Whitley Council discretion to fix or approve higher gradings within its area."

59. South Shields Branch: That the National Executive Council make every effort to bring about a national grading of salaries in respect of rent collectors employed by local authorities.

Amendment by Bethnal Green Branch: At the end of the motion add "such grading to be not less than Miscellaneous Division Grade II, viz. £375 × £15 to £420 per annum."

Sickness payments

60. Southport Branch: That this Conference instructs the National Executive

Council to press for the inclusion in the Scheme of Conditions of Service of the following clause :

"An officer who is absent through sickness on any statutory or general public holiday shall receive sickness payment and compensatory leave for such day."

Amendment by Harrow Branch : Delete all words after the word "clause" in line 5 and add : "Where public holidays occur during sickness an officer shall not be entitled to both sickness allowance and holiday pay for the days in question. In such cases sickness allowance shall be suspended and holiday pay substituted, such days being ignored for the purpose of calculating the period of sickness."

61. Nottingham Branch : That this Conference considers that the practice of allowing three days of absence due to sickness before it becomes necessary to produce a doctor's certificate is in the interest of both employers and local government officers, and is in accordance with the spirit of the National Insurance Act 1946. It is recommended, therefore, that an amendment of the interpretation of the National Insurance Act be made as follows :

"That the following deductions shall be made from an allowance equal to full pay : The amount of sickness benefit receivable under the National Insurance Act 1946 ; provided, however, that in any case where sickness benefit is, or may subsequently prove to have been, receivable in respect of the first three days of any sickness, the amount of benefit receivable shall be deducted from such pay only if such benefit has in fact been received in respect of any such period of three days."

Amendment by Birmingham Branch : Delete all words after "employers" in the 6th line and substitute : local government officers, transferred officers, and overworked doctors, and that, having regard to the strict requirements of section II of the National Insurance Act 1946, the National Executive Council be instructed to consider (without delay) the necessity of substituting the words "actually received" for "receivable" in Para. 16 (2) (c) of the General Conditions of Service in respect of illness of less than 4 days' duration.

Post-entry training—financial assistance

62. Luton Branch : That this Conference instructs the staff side of the National Joint Council to press for amendment of the Charter relating to grants for examination studies in order that each officer shall have the option of receiving either :

- (a) a monetary grant for examination successes as hitherto, subject to the deduction of any allowances received from other sources ; or
- (b) assistance under the new scheme of financial grants to help officers to train and qualify.

Amendment by Birmingham Branch : Delete all words after the word "hitherto" in para. (a).

Amendment by East Sussex County Branch : Delete the words "subject to the deduction of any allowances received from other sources" in sub-clause (a).

Public relations

65. Metropolitan District Committee : That, whilst welcoming the efforts of the National Executive Council to implement the Association's public relations policy, this Conference re-emphasises the importance of providing full information to members, thus stimulating participation in all Association activities, and again directs the attention of the Council to the need for more field work amongst and propaganda material for districts and branches.

Amendment by Devon Branch : Add the words "and also that the National Executive Council provide full information to the press, the B.B.C. and any other medium of publicity."

Superannuation amendments

66. Newport (Mon.) Branch : That Conference instructs the National Executive Council to press for immediate action to be taken relating to pensions for officers' widows on the lines of the provision, recently made in the civil service.

Amendment by West Cornwall Branch : Between the words "press" and "for" in line 3, insert the words "through the machinery of the National Joint Council."

67. Surrey County Officers' Branch : That this Conference, being concerned (a) at the slow progress of the discussions with the local authorities' associations for agreement upon comprehensive amendments to the Local Government Superannuation Act 1937, and there being no indication of an early agreement ; and (b) at the anomaly created by the extension of the benefit—inter alia—of a widow's pension under the National Health Service (Superannuation) Regulations 1947 to certain local government officers ; and being of opinion that the following proposal is not likely to be opposed either by the Government or the local authorities, directs the National Executive Council to secure early legislation providing for the widow's pension benefit as applied under the national health service superannuation scheme for the benefit of certain local government officers to be extended to all officers who are subject to the Local Government Superannuation Act 1937.

Amendment by Southport Branch : Delete the words "secure early legislation" in line 18 and insert "obtain from a member of the Institute of Actuaries or of the Faculty of Actuaries a report on the change in contributions necessary in order to meet the cost of."

68. Birmingham Municipal Officers' Guild : That the National Executive Council be urged to press the Minister of Health to bring in legislation to provide for pensions for the widows and orphans of present and future male officers of local authorities comparable to that operating in respect of

This Local Government



"There would be no objection to the district council piping in the ditch"

Sent by Miss I. G. CROUCH, Carshalton.

officers of the new nationalised boards and hospital committees.

Amendment by Brentwood Branch: Delete the words "and orphans of present and future male" in lines 5 and 6 and insert the words "orphans, or other dependants of present and future."

Amendment by Worcester Branch: Delete the words "widows and orphans" in line 5 and substitute the word "dependants"; delete the word "male" in line 6.

69. Denbighshire County Branch: That this Conference urges the National Executive Council to redouble its efforts to secure amendments to the 1937 Superannuation Act so as to ensure payments to the widow or other dependant of a local government officer at any time before reaching superannuable age, and that the question of increasing the employees' contributions to the fund be seriously considered, in the event of the breakdown of all other negotiations.

Amendment by West Cornwall Branch: Between the words "redouble" and "its" in line 3 insert the words "through the machinery of the National Joint Council."

70. Newport (Mon.) Branch: That this Conference requests the National Executive Council to submit a strong recommendation to the National Joint Council for Local Authorities' Administrative, Professional and Technical Services that a paragraph in the following terms shall be included in the Scheme of Conditions of Service, viz:

"That an employee having once passed a medical examination required by a local authority for entry into a superannuable post in the local government service shall

not at any later date be required to pass another medical examination upon transfer from one local authority to another."

Amendment by Inverness and District Branch: After the word "transfer" in line 15 insert "or appointment."

Amendment by Stockport Branch: Delete all words after the word "Service" in line 9 and substitute "That an employee, having once been appointed by a local authority to a superannuable post in the local government service, shall not at any later date be required to pass a medical examination upon transfer from one local authority to another."

Holiday centres

71. Cardiff Branch: That in the opinion of this Conference, the books for all the NALGO Holiday centres during the month of August each year should be allocated first to members with children of school age.

Amendment by Norfolk County Branch: At the end of the motion add "and that owing to the inability of most members to ascertain the date of their annual leave by the 1st January, bookings for the months of July and August be not accepted until the 31st March."

Amendment by South Wales and Monmouthshire District Committee: Insert after "allocated" in line 5, "as far as practicable."

B. and O. fund—national assistance

73. Salisbury Branch: That this Conference regards the assessment of voluntary contributions by benevolent and orphan funds for purposes of national assistance as a monstrous imposition, discouraging self-help and charity, and instructs the National Executive Council to make strong representations to the National Assistance Board to secure either (a) that voluntary payments by such funds should be free from assessment; or alternatively (b) that the free limit should be raised from 10s. 6d. to £1 1s. per week.

Amendment by Hull Branch: Delete the words "either (a)" in line 9; delete all words after the word "assessment" in line 11.

Amendment by Mid and West Herts Hospitals Branch: Delete the words "either (a)" in line 9; delete all words after "assessment" in line 11.

Amendment by Westmorland Branch: Delete the words "either (a)" in line 9; delete "or alternatively (b)" that the free limit should be raised from 10s. 6d. to £1 1s. per week" at the end of the motion.

Amendment by Yorkshire District Committee: Delete the words "either (a)" in line 9 and delete all words after the word "assessment" in line 11, to the end of the motion.

Knole Lodge

74. Glasgow Gas Branch: That in order to make the excellent facilities provided at

Knole Lodge available to the widest circle of members this Conference agrees that an allowance equal to the amount of the excess fare shall be made to members in respect of third-class rail travelling expenses where they exceed three pounds; and that it instructs the National Executive Council accordingly.

Amendment by Acton Branch: Insert "their" before "third class rail" in line 7.

Amendment by South Shields Branch: After the word "pounds" in line 8 insert "if such expenditure would cause hardship."

Office hours

77. Hackney Branch: That this Conference instructs the National Executive Council to take such action as is necessary through National Whitley machinery to adjust paragraph 9 of the Charter so that, retaining the 38-hour week, officers are allowed alternative Saturdays off duty.

Amendment by Hammersmith Branch: Delete the words "retaining the 38-hour week" in line 6.

Overtime

78. Leeds Branch: That this Conference instructs the National Executive Council to approach the National Joint Council to amend the Charter rate of overtime payments so that all overtime worked shall be paid at the rate of one-and-a-quarter plain time rates of salary.

Amendment by Rotherham and District Gas Branch: Delete "all" in line 5; at the end of the motion add "for the first two hours, and double time for Sundays and Bank Holidays."

79. Newark Branch: That all payment for overtime to officers in receipt of basic salaries up to £495 be made on the basis of time-and-a-quarter rates of salary for weekdays and time-and-a-half for Sundays and bank holidays.

Amendment by Southampton Branch: Delete "£495" and substitute "£760" in line 3.

80. Gateshead Branch: That the National Executive Council be instructed to seek an amendment to paragraph 10 of the Scheme of Conditions of Service to ensure that the basic salary above which overtime payments are payable shall be raised to £610.

Amendment by Hammersmith Branch: Insert the word "no" before the word "overtime" in line 5.

Amendment by Huddersfield Branch: After the word "which" in line 5 insert "no."

Annual leave

85. Metropolitan District Committee: That this Conference considers the existing scale of leave provided by the National Scheme of Conditions of Service to be inadequate, and notwithstanding previous

A LAYMAN'S GUIDE TO PLANNING



collier

Control of development

negotiations, requests the National Executive Council to take steps for a resumption of negotiations for improved conditions in this respect.

Amendment by Bethnal Green Branch: At the end of the motion add "by ensuring the staff side's original application is re-submitted to the National Joint Council without delay."

86. Hackney Branch: That, notwithstanding previous negotiations, it is the opinion of Conference that the leave scale as set out in paragraph 11 of the National Scheme of Conditions of Service is inadequate and this Conference instructs the National Executive Council to take steps to amend the National Charter so as to provide the following scale of annual leave:

Officers in all Grades up to A.P.T. V, 18 working days.

Rising after five years' service to 21 working days.

Officers in Grades A.P.T. V(a) to VIII, 21 working days.

Officers in Grades IX and X, at the discretion of the employing authority.

Amendment by Derbyshire Branch: Delete the words "at the discretion of the employing authority" at the end of the motion and add "not less than 24 days."

Amendment by South Wales and Monmouthshire District Committee: Delete all words after the words "Council to" in line 7 and insert "press for a revision of the paragraph to provide that all officers in the General Division be granted an annual leave entitlement which is not less than that enjoyed by those in the Miscellaneous Division."

Special leave

88. Scottish District Committee and Lancashire Branch: That this Conference views with dismay the practice of certain local authorities to allow members attending district committee meetings and Conference leave of absence without pay or that the time spent at these meetings be deducted from the annual leave of members, and requests the National Executive Council to arrange for payment by NALGO of any salary so lost.

Amendment by Southampton Branch: Delete all words after the word "members" in line 9 and substitute "and that the National Executive Council be instructed to negotiate for leave of absence with pay."

Grading

94. Tottenham Branch: That the National Executive Council be directed to undertake a review of the A.P.T. grades with a view to:

(a) obtaining a reduction in the number of such grades, within the existing salary limits, and

(b) eliminating the overlapping of the grades.

Amendment by Lancashire County Branch: Delete the words "undertake a review" in line 3 and substitute "press for the amalgamation"; at the end of (b) add "and increasing the range of increments within the scales."



"Let's try the Hôtel de Ville—it sounds a comfortable place."

Service increments

100. Southampton Branch: That this Conference directs the National Executive Council to formulate a scheme of long-service increments to be applied to all grades after attaining the grade maximum, and to submit such scheme to the next Conference.

Amendment by Coventry Branch: Delete "after attaining the grade maximum" in line 5.

Amendment by Paignton and District Branch: Delete the words "next Conference" at the end of the motion and substitute "National Joint Council."

Annual reports

102. Tottenham Branch: That the National Executive Council be directed to take the necessary steps to obtain the deletion of clause 24 from the National Conditions of Service.

Clause 24 reads: In order that the qualifications of officers who are considered for promotion may be systematically recorded and readily available, and in order that such qualifications may be estimated in accordance with a common standard, there shall be introduced a system of annual reports. Reports are to be made to a Certifying Officer (officer in charge of the section or group in which the officer to be reported on is working) and countersigned by the Head of the Department. The annual reports shall be submitted to the Establishment Committee of the employing authority by the Clerk, and it shall be the duty of the Clerk to secure that the reports are systematically prepared in accord with a common standard. An adverse report

shall be shown to the officer concerned. This system shall apply to all officers within the salary scales subject to the reservation that in the case of officers with salaries above £360 per annum it will be open to the Local Authority to waive the use of annual reports at their discretion, if circumstances render such a course desirable.

Amendment by Middlesex County Branch: Delete all words after the word "obtain" in line 3 and insert "an amendment to clause 24 of the National Conditions of Service to provide that every officer shall be entitled to inspect his annual report prior to its submission to the Establishment Committee."

Amendment by Southend-on-Sea Branch: In preference to deleting clause 24 from the Scheme of Conditions of Service, the clause be amended so that it be made applicable to all officers other than chief officers, and to make all annual reports, whether adverse or not, available to the officer concerned.

Promotion from General Division

104. Hackney Branch: That this Conference instructs the National Executive Council to take such action as is necessary to obtain the deletion of paragraph 28 from the Charter.

Paragraph 28 reads: A General Division officer shall not be eligible for promotion to a higher grade unless he or she has passed the promotion examination or has secured such qualification as is recognised by the Local Government Examinations Board as an alternative to the promotion examination. Compliance with either or both of these conditions will establish an officer's eligibility for promotion, but promotion can only be effective when a suitable vacancy arises. The National Council has established a suitable promotion examination, together with the necessary machinery. The Council and the Local Government Examinations Board have approved a First List of Examinations recognised for promotion purposes . . .

Amendment by Ealing Branch: Delete all words after the words "necessary to" in lines 3 and 4, and substitute "prevent local authorities from recruiting into posts graded above the General Division persons not qualified in accordance with paragraph 28 of the National Scheme of Conditions of Service, while requiring their existing officers to be so qualified before they may receive promotion."

Amendment by Tottenham Branch: Add "until one year after a national entrance examination becomes operative."

Recognition of examination success

105. Kidderminster and District Branch: That this Conference instructs the National Executive Council to press for an amendment of para. 29 of the National Charter to equate the scale of monetary recognition in respect of those professional examinations which involve the passing of two or more parts not especially classified as intermediate and final, to the scale already laid down, so that an officer succeeding in passing the whole of an appropriate pro-

professional examination should receive a total grant of £45.

Paragraph 29 reads: The gaining of Intermediate or Final Examination Diplomas usually recognised by local authorities and applicable to the department in which the officer concerned is employed should be recognised by a monetary grant of £15 in respect of the Intermediate Examination and of £30 in respect of the Final Examination unless the possession of the particular diploma is a condition of the appointment.

Amendment by Haslemere Branch: After the word "Charter" in line 4 insert "to replace the words 'should be recognised' by 'shall be recognised' and."

Insurance of officers

107. Wallingford Branch: That the National Executive Council be instructed to take steps to secure adequate insurance protection by employing authorities of all officers who by personal contact with the public are exposed to personal injury or injury to their property, and that such provision be made a compulsory condition of service.

Amendment by Blyth Branch: Delete the words "who, by personal contact with the public, are exposed to personal injury or injury to their property" in lines 5 to 7.

Amendment by South Wales Electricity Board Branch: After the word "officers" in line 5 insert "including those employed by the nationalised industries."

Amendment by Swindon Branch: After the word "public" in line 6 insert the words "or in the course of their normal duties."

Civil defence

109. Ealing Branch: That this Conference instructs the National Executive Council to take all possible steps to prevent the conscription of local government officers for civil defence purposes except as part of a scheme applying to all sections of the population.

Amendment by Stepney Branch: After the word "except" in line 5 insert "after adequate protection of their positions and".

Title of the Association

111. Leeds Hospitals Branch: That this Conference considers that the title of the Association be changed.

Amendment by Leeds Branch: At the end of the motion add "and that the title be now the Association of National and Local Government Officers."

(The abbreviation would therefore be A.N.A.L.G.O.)

Amendment by South Shields Branch: Add "so as to indicate that the Association now includes officers of the nationalised services."

Amendment by South West Sussex Gas Branch: Add "but that the initial letters N.A.L.G.O. be preserved, and accordingly approves the adoption of the title

'Nationalised Authorities and Local Government Officers Association.'

Subscriptions

112. Scottish District Committee and Renfrew Branch: That this Conference, being of opinion that the present rates of subscriptions payable in respect of membership of the Association are disproportionate to the earnings of members, particularly in the case of juniors, recommends that in framing new rates of subscription the National Executive Council should bear in mind the need for keeping subscriptions of the lower wage groups as low as possible.

Amendment by South Shields Branch: Bearing in mind that many members are in the lower salary grades and also members of their respective professional organisations, e.g. College of Nursing, the rates of subscriptions in the lower salary groups to be reduced, and the subscription rates in the higher salary groups to be increased, if any financial adjustment is found to be necessary.

Annual Report—date of publication

115. Bristol Branch: That rule 27(c) be amended to provide that the Annual Report of the Council shall be issued to district committees and branches not later than 15th February in each year.

Rule 27 (c) provides that the Annual Report shall be published in April.

Amendment by South Western District Committee: After the word "Council" in line 3 insert "dealing with reference from the previous year's Conference."

Rule 82—Legal assistance

116. National Executive Council: Delete Rule 82 and substitute:

"Where a claim for damages is made against a member of the Association in respect of something done by him in the course of carrying out his duties as a local government officer which involves, or appears likely to involve, his being made a defendant in a civil action, the National Executive Council may give to the member complete indemnity in respect of the defence of the action and the payment of any damages or costs awarded against him or which, with the approval of the Council, he has agreed to pay in settlement of the claim."

Amendment by Airedale Gas Branch: After the word "his" in line 6 insert "official"; delete the words "as a local government officer" in lines 6 and 7.

Amendment by Windsor Group Hospitals Branch: Delete the words "as a local government officer" in lines 6 and 7.

Amendment by Yorkshire District Committee: Delete the words "as a local government officer" in lines 6 and 7, and insert the word "official" between the words "his" and "duties" in line 6.

Standing Order No. 5

117. National Executive Council: Insert before (a):

"(a) That immediately a motion is called, a member of the National Executive Council shall announce whether the Council supports or opposes the motion and any amendment thereto."

In line 19 substitute "(g)" for "(f)," and in line 23 substitute "(h), (i) or (j)" for "(g), (h) or (i)."

Amendment by Tynemouth Branch: After the words "any amendment thereto" in line 7 add "and that prior to the circulation of the Preliminary Agenda for Conference, the National Executive Council submit to each branch a statement of their policy for the next twelve months."

New Standing Order

118. National Executive Council: Insert after Standing Order No. 19:

"20. If the President shall not have been inducted by 4 p.m. on the last day of Conference, all business of Conference then outstanding (other than votes of thanks) shall stand referred to the National Executive Council, and Conference shall at that time proceed to the induction of the President."

Amendment by Hereford City Branch: After the word "thanks" in line 7 insert "if Conference so decides."

Amendment by Hertfordshire County Branch: After the word "If" in line 3 insert "at the commencement of the last afternoon's session it appears that business will not have been completed so that." After "thanks" in line 7 insert "shall be called by item number and in the absence of Conference demand for a vote". Delete all words after the word "Council" in line 8.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Assistant Legal Officer

Applications are invited from solicitors for the appointment of assistant legal officer on the permanent staff of the Association's legal department. The annual salary offered is £885 rising by annual increments of £25 to a maximum of £1,085. Experience of local government law and administration is desirable. Subject to his passing a medical examination satisfactorily, the successful candidate will be admitted to membership of the staff superannuation fund.

Applications, giving particulars of age, education, experience, and the names of two persons to whom reference may be made must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by Monday, May 8.

Service conditions news

ELECTRICITY SALARIES AGREEMENT

WE PUBLISH below the text of the salaries agreement for administrative and clerical grades in the electricity supply industry, adopted by the National Joint Council on March 23. L. G. MOSER, organising officer for electricity staffs, comments on it on page 147.

Date of application: April 1, 1950.

Hours of duty: Normal hours of duty shall be 38 hours per week except for staff who are allocated to other hours as a condition of employment.

Preservation of certain salaries: Where, under a contract of service existing at April 1, 1950, an employee was receiving or would have received a salary in excess of that provided under this agreement, his rights under such contract shall be preserved.

London area: The salary scales set out in this agreement will be increased in accordance with the following scale for staff whose principal place of business is within the Metropolitan police area: employees under 21—£15; employees 21 and over—an addition of 5 per cent. subject to a minimum of £30 and a maximum of £40.

Overtime: Payment for overtime shall be made on the following basis to staff other than those graded under grades 1-9:

1. Overtime which is less than one hour on any day shall not rank for payment;
2. For each of the first ten hours of overtime in any week, payment shall be made at plain time rate*;
3. For each hour of overtime in excess of ten in any week payment shall be made at plain time rate* plus 25 per cent.

* Plain time rate shall be ascertained by dividing the normal weekly salary by 38.

General clerical grade

Age	Men		Women	
	Salary	Annual Increment	Salary	Annual Increment
16	£ 135	19	£ 108	15
17	154	19	123	15
18	173	19	138	15
19	192	18	153	15
20	210	18	168	14
21	228	17	182	14
22	245	17	196	14
23	262	17	210	13
24	279	16	223	13
25	295	15	236	12
26	310	—	248	—
	325		260	
	340		272	
	355		284	
	365		292	
	375		300	
	385		308	

Increments shall date from an employee's birthday. After the age of 26, increments shall not be based on age but shall normally be granted annually subject to satisfactory and competent service; an electricity board may, however, at their discretion grant accelerated increments. If an increment is withheld, the reasons shall be made available to the employee concerned.

The grade shall apply to staff whose duties are largely regulated by routine and by well-defined instructions.

Shorthand and typing grades

Shorthand Typist: £135 × 20—£335. A shorthand-typist should possess the minimum qualification of a shorthand certificate of 100 w.p.m. of the Royal Society of Arts, London Chamber of Commerce, or similar recognised examining body and also the Intermediate typewriting certificate of one of these bodies.

Typist: £114 × 15—£309. A typist should possess the minimum qualifications of the Intermediate typewriting certificate of the Royal Society of Arts, London Chamber of Commerce, or similar recognised examining body, or should pass a test based on the examination of such bodies before engagement.

Entry to the scales will be according to capabilities and experience.

Increments shall be granted annually subject to satisfactory and competent service and shall be given from the date of appointment or promotion. An electricity board may, however, at their discretion, grant accelerated increments. If an increment is withheld, the reasons shall be made available to the employee concerned.

Machine operators

(a) operators of accounting machines (e.g. Elliott Fisher, Remington Rand), calculating machines (e.g. comptometers) or other machines requiring an equivalent degree of skill: £135 × 20—£335.

(b) operators of addressing machines (e.g. Addressograph, Adrema) or simple adding machines (such as Burroughs) or other machines requiring an equivalent degree of skill: £114 × 15—£309.

(c) operators of simple duplicating machines shall receive the rates set out in the general clerical scale.

(The same conditions apply for entry to the scales and granting or withholding of increments as for the shorthand and typing grades.)

Private secretaries

Grade 1—£310 × 20—390;

Grade 2—£390 × 20—450.

Entry to the scales will be according to responsibilities.

(The same conditions apply for granting or withholding of increments as for shorthand and typing grades.)

Higher Clerical, Administrative and Commercial Staff

Women's rates: No differentiation has been made for women in the following grades: this matter remains unprejudiced for determination in accordance with government policy.

Application generally: 1. The allocation of commercial staff to the various negotiating bodies is still a matter for determination; for the time being, therefore, the term "commercial staff" can be taken to mean staff other than those already covered by the N.J.B. agreement;

2. The grouping of divisions refers only to the London and Yorkshire divisions;

3. Common designations for staff (as indicated below) should be adopted as far as possible;

4. In the application of scales, the grading should be applied to posts and not to individuals;

5. The gradings set out in the scheme do not necessarily indicate proposed or existing establishments, and will be subject to review by the National Council after the scheme has been in operation for 12 months. Where grades suggested are considered unsuitable for particular circumstances, such cases should be considered through the normal machinery as they arise.

Appeals procedure: In the application of the scheme, any difference which arises out of the grading shall be discussed in the first instance by the representative of the union and the appropriate officer of the electricity board concerned, and, if a settlement is not reached, the difference may be referred to the district council, and, if necessary, to the National Council through the established machinery.

Salary Scales (Provincial)

Grade	Scale	Grade	Scale
1	£310 × 20—390	6	£630 × 25—705
2	£390 × 20—450	7	£705 × 30—795
3	£450 × 20—510	8	£795 × 35—900
4	£510 × 20—570	9	£900 × 40—1020
5	£570 × 20—630		

NOTE. Where an employee is promoted from the maximum of a grade he shall receive one increment. Scales are subject to "weighting" in the London area.

Increments shall be granted annually, subject to satisfactory and competent service, and shall be given from the date of appointment or promotion. If an increment is withheld, the reasons shall be made available to the employee concerned.

Application of salary scales

I. A principal assistant will be appointed only where, in the opinion of an electricity board, the appointment is warranted by the responsibility of the post.

II. Where more than one grade is allotted to a post, the allocation of the post to a specific grade will be according to duties and responsibilities; in such cases, the lower grades are intended to apply to staff either in small areas or with minor responsibilities.

Area Boards**1. AREA BOARD H.Q.**

Principal assistants: Designated as such, and responsible for one or more of the following sections, or other sections (such as commercial, central purchasing, transport, stores) of comparable responsibility or for special higher duties: Secretarial: administration, education and training, establishments, estates and wayleaves, insurance, legal, public relations, welfare. Accountancy: capital expenditure, costing and stores, internal audit, main accounts, revenue and banking, salaries and wages, superannuation, taxation, creditors' accounts and bought ledger—Grades 5—9.

Senior assistants: Designated as such, in charge of sub-sections, or any of the sections listed above, or grouping thereof; and/or where grading within this group is justified by the work involved, or posts of comparable responsibility in any department—Grades 3—6.

Assistants: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2—Grade 3.

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character—Grades 1 or 2.

2. SUB-AREA H.Q.

Senior assistants: Designated as such and responsible for sub-sections or any

of the following sections or other sections of comparable responsibility or grouping thereof: Secretarial: administration, establishments, estates and wayleaves, insurance, legal, welfare; Accountancy: collection, consumers' accounts, costing and stores, creditors' accounts, general accountancy, internal audit, nominal accounts, salaries, wages and superannuation—Grades 3—6.

***NOTE:** Where the size of the sub-area and the responsibilities of a post warrant it, the post may be graded principal assistant under grades 5—9.

Senior demonstrator and/or housecraft adviser: Appointed to sub-area headquarters and responsible for recruitment and training of staff, co-operation with section heads at sub-area, policy and planning, exhibitions, agricultural shows, contacts with educational authorities and women's organisations—Grades 3—6.

Assistants: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2—Grade 3.

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character—Grades 1 or 2.

3. DISTRICT

District Senior Clerk*: Responsible for accounting, secretarial and other clerical services—Grades 3—6.

Assistants*: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2—Grade 3.

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character—Grades 1 or 2.

***NOTE:** If, in certain cases, the grades allotted to these posts are insufficient to cover the posts in a district, the matter shall be dealt with by negotiation through the District Council.

Commercial staff

Service centre assistant* general duties—General clerical scale.

***NOTE:** Can be appointed to Grade 1 in exceptional cases.

Demonstrators: Demonstration of cooking and apparatus to general public and personal service in consumers' premises. (Progress beyond £350 will be subject to a certificate that the person concerned is capable of undertaking all the duties of the grade.)—Grade 1.

Senior demonstrator and/or housecraft adviser: Responsible for demonstrations and supervision of demonstrators—Grade 2.

Senior service centre assistant: Designated as such and responsible for a

service centre with a staff of 1 or 2—Grades 1 or 2; Designated as such and responsible for a service centre with a staff of 3—5—Grades 2 or 3; Senior assistant in a large service centre—Grade 2.

Service centre supervisor: Designated as such and responsible for a service centre with a staff of 6—8—Grade 4; Designated as such and responsible for a service centre with a staff of more than 8—Grade 5.

NOTE: "staff" includes assistants, demonstrators and cashiers, and the senior assistant and/or supervisor.

Sales representative: Advice within well-defined instructions and under close supervision, on supply matters, tariffs and apparatus sales to consumers with domestic or small commercial or industrial installations—Grade 1.

Senior sales representative: Advice on supply matters, tariffs, apparatus and sales to consumers with domestic or small commercial or industrial installations—Grade 2.

District commercial officer: Responsible for all commercial matters in a district—Grades 6—9.

District senior commercial assistant*: To assist district manager or district commercial officer in all commercial matters; or responsible for all commercial matters in a small district—Grades 3—6.

***NOTE:** Specialist officers where appointed should be graded on the same basis as district senior commercial assistants.

District commercial assistants: Responsible for a section or sections of commercial work—Grades 1—3.

Clerical staff: Where clerical staff are required for duties above those applicable to the General Clerical Grades, they should be appointed in accordance with the following:

Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2—Grade 3.

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character—Grades 1 or 2.

Divisions**1. DIVISIONAL H.Q.**

Principal assistants: Designated as such and responsible for one or more of the following sections, or other sections * of comparable responsibility or for special higher duties: Secretarial: administration, education and training, establishments, estates and wayleaves, insurance, public relations, welfare. Accountancy: capital expenditure, costing and stores, internal audit, main accounts, revenue and banking, salaries, wages, superannuation, taxation—Grades 5—9.

* Other sections, such as central purchasing, transport, coal and shipping, stores.

Senior assistants: Designated as such, in charge of sub-sections or any of the sections listed above or groupings thereof, and/or where grading within this group is justified by the work involved, or posts of comparable responsibility in any department.—**Grades 3—6.**

Assistants: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2.—**Grade 3.**

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character.—**Grades 1 or 2.**

2. GROUP H.O.

Senior assistants*: Designated as such and responsible for sub-sections or any of the following sections or other sections of comparable responsibility or grouping thereof:

Accountancy and secretarial (combined) administration, capital expenditure, costing and stores, creditors' accounts, general accountancy, nominal accounts, salaries, wages and superannuation.—**Grades 3—6.**

***NOTE:** Where the size of the Group and the responsibilities of a post warrant it, the post may be graded principal assistant under grades 5—9.

Assistants: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2.—**Grade 3.**

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character.—**Grades 1 or 2.**

3. STATIONS

Station clerk*

	Original records only	Original records, payroll, and/or accounting
	Grade	Grade
In stations with up to and including 100 employees	1 or 2	1 or 2
In stations with from 101 to 250 employees	2 or 3	3 or 4
In stations with from 251 to 500 employees	3 or 4	4 or 5
In stations with over 500 employees	4 or 5	5 or 6

***NOTE:** Where a station accountant is appointed and his duties include trial balance, he may be graded one grade higher than those set out above. In reckoning the number of employees, both manual and non-manual employees are to be included.

Station assistants: Staff whose duties involve individual initiative or responsibility greater than those associated with grades 1 or 2.—**Grade 3.**

(Continued at foot of next column)

Gas Service

CALL FOR EARLY MEETING TO SOLVE PROBLEM OF MARGINAL GRADES

by L. A. GARRATT

AS I MENTIONED in my March notes, the National Joint Council for Gas Staffs agreed at its inaugural meeting in January to set up, in collaboration with the trade union side of the N.J.C., a tripartite committee to consider the position of marginal grades. NALGO wants this committee to meet as soon as possible, and the staff side of the N.J.C. has asked the Gas Council to arrange this. As we go to press I hear that the meeting will be held this month.

At present, there are no standard conditions for meter readers, slot meter collectors, and the like. In some undertakings, such employees enjoy full staff status, are graded in staff scales of salaries, and are granted staff holidays and other conditions of service; in others they are subject to manual workers' conditions, while a third group of undertakings regard the posts as falling between the two categories and have made various local arrangements. It will thus be difficult to devise a uniform scheme acceptable to all, and a solution is unlikely to be reached quickly.

I realise that members in these grades feel that they are the "forgotten men," but this is not so and, while NALGO makes no rash promises, it will do its utmost to protect their rights.

Holiday agreement

Copies of the new holiday scheme for the administrative, professional, technical and clerical staffs covered by the N.J.C., the main provisions of which were published last month, have now been sent to all branches with gas members.

For the majority, the agreement—which provides three weeks' annual holiday plus nine days for bank and other holidays for all officers of 21 and over with 12 months' continuous service—is an improvement on existing holidays. Many, who were formerly subject to the annual leave provisions of the local government Charter, will gain at least three days' holiday. It is regrettable, however, that the employers would not agree to the inclusion of a "no detriment" clause, with the result that a few members will be slightly worse off. But in an industry where joint negotiation for salaried staffs is a comparatively new feature, difficulties are bound to arise,

(Continued from preceding column)

Staff who have a certain measure of individual responsibility or who are responsible for small sections of work, or who are engaged in a junior capacity on work of a professional character.—**Grades 1 or 2.**

and since the employers were adamant, the staff side had to abide by the principle of the greatest good for the greatest number. From letters I have received, I believe that most members are satisfied. The position of older employees who have been receiving extra holidays as recognition of long service, but who will not enjoy that privilege under the new scheme, is to be considered.

GAS MANAGER'S CLAIM NALGO wins first round in annuity fight

THE VALUE of the free legal protection offered by NALGO to all its members was re-emphasised on March 14, when the Gas Arbitration Tribunal gave an award rejecting an attempt by a Gas Board to disclaim an agreement under which a retired gas manager claimed that he was entitled to an annuity of £2,862, or, alternatively, a capital sum of £42,494.

The manager was appointed by a gas company on October 31, 1945, after 20 years' local government service. The agreement governing his appointment, concluded in December, 1945, stated that, in the event of the transfer of the undertaking to any other authority, he would be entitled (a) to retire on a pension calculated on his salary on retirement or on a sum of £2,500, whichever was the lower, and (b) to receive, as compensation for loss of office, a sum representing the maximum annuity payable to a specially qualified person, as provided in the Local Government Act, 1933, on his remuneration and emoluments at the time of retirement, less half the pension paid to him.

The company was taken over by the Gas Board on May 1, 1948, and the manager gave notice of retirement on April 29, 1949. But when he claimed the pension and compensation due to him, the Board disclaimed the agreement on the ground that it had been "improvident." On the advice of NALGO's legal department, the manager refused to accept this disclaimer and the case was submitted to the Tribunal.

There, Mr. Gerald Upjohn, K.C., for the Gas Board, contended that, since the agreement had been made after November 19, 1945—when Mr. Herbert Morrison announced in the House of Commons that the Government intended to nationalise the electricity and gas supply industries—it was not reasonably necessary for the activities of the gas company and had been entered into with an unreasonable lack of prudence.

In support of this contention, Mr. Upjohn pointed out that Mr. Morrison had said that the Government would incorporate in its legislation measures to protect the acquiring authority against any transactions entered into in the interim period which might prejudice it. This, counsel argued, was a clear warning to gas undertakings that they should "watch their step" and not enter into improvident agreements. The Gas Board maintained that the gas company had been improvident in entering into an agreement conferring on the manager the title to such enormous compensation, when it knew that the gas industry was to be nationalised before July 1, 1950.

For the manager, Mr. Gerald Gardiner, K.C., pointed out that he had been appointed on October 31, 1945, and the agreement was merely the embodiment of an oral undertaking given him then and followed the terms of the agreement given his predecessor.

The Tribunal, giving its decision, recalled that, in his statement in the House of Commons, Mr. Morrison had said that, pending nationalisation of the gas industry, all necessary development must proceed and progressive undertakings which continued to develop would not be penalised. This must be construed to mean that, in the interval between November 19, 1945, and vesting day, gas undertakings were to carry on in the ordinary way, regardless of nationalisation. It was therefore the duty of the company to select, as its general manager, a first-class man, since to have done otherwise would have prejudiced the progressive development of the undertaking. It had, in fact, selected the best qualified applicant, but it would not have secured him had it not included a provision for compensation in the agreement.

The Tribunal did not consider that there was anything in Mr. Morrison's statement to preclude the company from entering into an agreement with its new manager on the lines given to his predecessor. The fact that the appointment had been subject to an oral agreement before November 19, on the strength of which the manager resigned his appointment with his previous employers, made it all the more necessary for the company to honour its agreement. "We do not think that it can be said," the Tribunal added, "that such an agreement was not reasonably necessary or was made with an unreasonable lack of prudence." It in no way departed from the normal course of business. For these reasons, the Tribunal revoked the notice of disclaimer given by the Board, and directed that the manager should be awarded the costs of the proceedings.

The Board raised certain questions on the interpretation of the agreement which the Tribunal considered were not within its competence to decide. It is not yet known whether the Board will raise these in the High Court.

Health Service

HOSPITAL ENGINEERS' SCHEME AGREED

by G. W. PHILLIPS

SALARIES and service conditions for hospital engineers employed by management committees in England and Wales and boards of management in Scotland have now been published. The salary scales, which operate from July 1, 1949, are:

Group Engineer (calculated on the pointing system for senior hospital administrative staffs set out in A.C. Circular No. 3):

Points	Salary
up to 10	£450 x 20—£570
10½ to 20	£510 x 20—£630
20½ to 30	£580 x 20—£680
30½ to 40	£640 x 25—£740
40½ to 50	£700 x 25—£800
50½ to 60	£750 x 25—£850
over 60	£800 x 25—£900

Engineer-in-Charge¹

A Hospitals*	B Hospitals*	Salary
Beds	Beds	
200—499	200—499	£425 x 15(4) x 20(2)—£525
500—999	500—749	£450 x 20—£550
1,000—1,499	750—999	£500 x 20—£580
1,500 & over	1,000 & over	£500 x 20—£600

Assistant Engineer¹

Beds	Salary
up to 499	£350 x 15—£425
500—999	£375 x 15—£450
1,000 & over	£400 x 15—£475

Engineer-in-Charge²

A Hospitals*	B Hospitals*	Salary
Beds	Beds	
200—450	200—350	£425 x 20—£525
451—950	351—650	£470 x 20—£570
951—1,450	651—950	£510 x 20—£610
1,451—1,950	951—1,350	£550 x 25—£650
1,951—2,450	1,351—1,650	£600 x 25—£700
2,451—2,950	1,651—1,950	£650 x 25—£750
over 2,950	over 1,950	£700 x 25—£800

Assistant Engineer²

Beds	Salary
up to 499	£350 x 15—£425
500—999	£375 x 15(4) x 20(2)—£475
1,000 & over	£425 x 15(4) x 20(2)—£525

London "Weighting"—In hospitals in the Metropolitan police area all scales are subject to the following London "weighting":

Age	Weighting
16—20	£10
21—25	£20
26 and over, on salaries of £800 or less	£30
on salaries of over £800	£40

The agreement, which contains a "no detriment" clause, also lays down hours of duty, holidays, sickness payments, and emoluments, and indicates how the scheme shall be applied to existing staff and new entrants. Details are contained in P.T.B. Circular 3 and a Ministry of Health document R.H.B. (50) 24/H.M.C. (50) 23 (replacing H.M.C. (48) 40) which have been sent to hospital branches.

Nurses and Midwives

Although the management side of the Nurses and Midwives Council has agreed to discuss the salaries of hospital nurses above the rank of ward sister, and to

1. In Scotland, and in England and Wales where there is a group engineer.
 2. In England and Wales where there is no group engineer.
- * "A" hospitals are those listed in para. 1(c) and "B" hospitals those listed under para. 1(d) of A.C. Circular 3.

apply any agreement reached retrospectively from February 1, 1949, it has refused to negotiate salaries for domiciliary nurses. The staff side has therefore reported the deadlock to the Minister of Labour, who has referred it to the Industrial Court for arbitration.

Professional and Technical Staffs 'A' Council

The staff side claim for London "weighting" for staffs covered by this council was rejected by the Industrial Court on March 27, the court holding that it "ought only to be decided in conjunction with general consideration of salary structure."

Professional and Technical Staffs 'B' Council

A dispute between the staff and management sides of this council concerning proposals for revised salaries for dispensing assistants has been reported to the Ministry of Labour for settlement in the Industrial Court.

Transport Service

WATERWAYS COUNCILS

by JOHN LANCASTER

NALGO has secured representation on the basis of membership on the four divisional councils for the salaried staffs of inland waterways. On the National Council, each of the four unions concerned has two seats, but when membership of the divisional councils was considered by the staff side on April 5, the Association urged that it should be in proportion to proved membership figures, and this was unanimously agreed, with the result that the representation will be:

N.W. Division: NALGO, T. & G.W.U., R.C.A., and N.U.R., one seat each.

N.E. Division: NALGO 2; T. & G.W.U. 1; R.C.A. and N.U.R. share one.

S.W. Division: T. & G.W.U. 2; NALGO 1; R.C.A. and N.U.R. share one.

S.E. Division: NALGO 3; T. & G.W.U. 1.

Names of the representatives elected to these councils must reach the staff side secretary, G. E. AKROYD, T. & G.W.U., by August 1, and the first meetings will be held on or before August 31. The representatives must be nominated by district consultative transport committees, but since the waterways divisions and NALGO districts do not coincide, a special method of election will have to be devised, details of which will be announced as soon as possible.

Electricity agreement should lead to fair pay for all

by L. G. MOSER

THE FACT that the Electricity National Joint Council (Administrative and Clerical Grades) completed the major part of the permanent salary agreement on March 23—notwithstanding initial difficulties which had delayed the boards' progress until February—demonstrates once again that Whitley machinery need not be slow if both sides are determined to get on with the job.

The agreement, which is printed in full on pages 143-144, will apply to all employees covered by the N.J.C., except telephone operators, clerical staff on shift duties, and "miscellaneous grades" for whom salary scales have still to be settled. "Miscellaneous grades" cannot yet be defined, since discussion between the three negotiating bodies is still going on, but those particularly concerned are draughtsmen (other than technical engineering staff) and storekeepers (other than N.J.I.C. employees). Rates for drawing office staff generally, other than clerks, have yet to be agreed.

The scheme is not just a set of scales merely covering an agreed range of salaries which can, in practice, be applied differently by each employing authority. In some spheres—local government, for example—the number and variety of authorities is such that, apart from certain special classes, it is impracticable to do more than broadly signify the duties attaching to posts in each grade, leaving the rest to local application and negotiation. In other spheres there may be sufficient uniformity to enable national scales for particular posts to be defined clearly.

A flexible scheme

The nationalised electricity supply industry falls between these two extremes. Although each area board has identical functions, and each Division similar responsibilities, there are many differences of "size" (in respect, for example, of area, number of consumers, units sold or produced, or maximum demand) not only between the different area boards, but between their sub-areas and their many districts. Furthermore, the administrative organisation of each board differs in important matters of detail.

The scheme does not attempt, therefore, to lay down a particular grade for each post, but provides a range of grades for the more usual appointments, leaving sufficient flexibility to allow for the variations of duties and responsibilities which must be attached to them in different establishments. In some cases it may

perhaps be felt that too much "elbow room" has been left in the lower limits, but it is clearly indicated in the scheme that, where more than one grade is allotted to a post, the lower grades are intended to apply to staff either in small areas or with minor responsibilities. There may also be individual cases where the upper limit for a post is inadequate, but the agreement provides for these to be dealt with through the negotiating machinery.

Problem of large districts

The recommendations for the districts caused considerable difficulty. The staff side considered that higher grades should be inserted for senior clerks and for the more senior assistants in the large districts. The boards' view was that such large districts were exceptional and should be dealt with separately. To meet both points of view, it was agreed that where, in the opinion of the trade union, the suggested grades were unsuitable because of particular circumstances, an approach should be made through the district council for special recommendations to be agreed. Members employed in larger district offices should not, therefore, condemn the agreement out of hand, but should inform NALGO, through their branches, that the establishment is deemed to need special consideration.

Grade I was another bone of contention. The staff side feared that, whilst such a grade was helpful for able young employees who deserved early promotion from the general grade, there was a danger that it might be used for posts which should carry a salary higher than the general grade maximum. This is not the employers' intention, and it was agreed that, if any board applies the grade wrongly, the matter should be raised through the district council.

It was disappointing—but not surprising in view of present economic circumstances—that we did not succeed in getting the general clerical scale demanded by Conference, in which the maximum of £400 would be reached at 28. The small improvements in the lower ranges are, however, welcome for two reasons: because in the aggregate they are by no means negligible, and because they will prevent most, if not all, of the anomalies which arose in transferring people from other general division scales to the interim scale. Although the scale is not related to age after 26 years' increments will continue to be paid annually unless a satisfactory report is withheld, in which event the

reasons must be given. The provision for acceleration of increments, of course, enables the exceptional person to reach the maximum well before the age of 32.

The absence of overtime payment for grades other than general clerical will disappoint many. But when it became obvious that the employers were adamant, the staff side had to choose between refusing to complete the agreement—which might have prevented its operation from April 1; accepting the agreement without the overtime clause—which would have meant no overtime for anyone unless or until a new clause was negotiated; or agreeing to the continuation of the existing provisions, and giving notice of its intention to raise the matter again. It will now return to the attack immediately.

Equal pay for women remains in the higher grades, but has not been achieved in the general scale. The boards were reluctant to agree to equal rates in any grade in the absence of a lead from the Government, but they did appreciate that we would not easily depart from a position established both under the local government Charter (how frequently we were glad that 60 per cent. of the staff had previously been subject to that much maligned agreement!) and the interim scheme. It was not possible to obtain "provincial weighting," but the "London weighting" has been increased. The establishment of a "London weighting" area common to all employees in the industry has to be discussed through the N.J.B. N.J.C. N.J.I.C. co-ordinating committee.

A revolutionary change

The shorthand and typing scales are a revolutionary change, departing entirely from an age basis. Both sides of the N.J.C. agree that they will prove much more satisfactory, but, here again, we must watch their application carefully to prevent abuse of the intention.

No national agreement can be judged until it is in operation. I believe, however, that this scheme provides a means of establishing common standards and fair remuneration for all in the industry. Wherever weaknesses have been seen, provision has been made for dealing with anomalies through the negotiating machinery. Next year, the agreement and its application will be reviewed, when necessary improvements may be made and possibly, in the light of experience, a closer definition of grades given.

Difficulties are bound to arise with the introduction of any national agreement in an industry where no agreement has previously existed. Whether they concern individuals or groups of employees, they can be dealt with satisfactorily when approached in the right spirit by both sides. Let all NALGO members in the electricity service determine that they will use their trade union machinery, and through it, the joint negotiating machinery to the full, and thereby help to establish not only satisfactory salaries, but also a happy relationship in the industry.

At Random

by 'HYPERION'

Ladies Beware !

Middle age is when you've met so many people that every new person you meet reminds you of someone else. *Ladies' Home Journal.*

Move Over

Berths in this train are slightly less than standard width and should not be sold for two adults, without explanation. *Union Pacific timetable.*

Venerable Vacuum

A very rude Scots judge was in the habit of scarcely listening to advocates who appeared before him. To one Counsel the judge pointed with his forefinger to his ears and said: "You see this ear and this other ear, Mr. Blank?"

"I do, my Lord."

"Well, what you are saying goes in here and comes out there."

"I do not doubt it for one moment, my Lord. What is there to prevent it?"

Consolation

*A girl who is bespectacled,
She may not get her nectacted,
But safety-pins and bassinets
Await the girl who fascinates.*

Ogden Nash.

Pig Tale

"It was decided that, in view of the inevitable loneliness which a single pig must feel, a companion for the pig already authorised for the hospital should also be purchased. This would not only please the other pig, but would also double the amount of bacon which would in due course be available for the hospital." *From the minutes of a hospital house committee.*

Planning Note

Our bureaucrats may have been as pure as driven snow once. But they sure have drifted. *Bill Paulson, Washington.*

The Legal Mind at Work

The Bureau of Internal Revenue, following recent decisions of the U.S. Court of Appeals, has ruled that the date of sale of securities shall determine the date when sold. *Notice from a brokerage house.*

Not So Slow

Two signs are fitted on the same lamp-post at Hailsham, Sussex. One, a direction sign, reads "Eastbourne," the other reads "Dead Slow." So Eastbourne is to ask East Sussex County Council to put them on separate lamp-posts. *Daily Express.*

"The surveyor will know . . ."

by E. R. CHAPMAN

NO ONE any longer believes that a surveyor is the morose little man who pops up when somebody complains about the drains. Indeed, so high have surveyors soared in public esteem that today they rank with psychiatrists, financial advisers, and others of undoubted genius but rather mysterious function.

Head and shoulders above the rest, however, are education surveyors. Clearly, they are credited with miraculous powers. Should a school fall down or a nail rip the seat of a pair of trousers, the whole of the teaching profession is confident that the surveyor will know what to do.

In Leicester, the official link between the school and the surveyor is the "requisition." By this medium, the needs and aspirations of the one are made known to the other. Many raise interesting speculations, apart from calling for prescience on the part of the surveyor. 'We shall never know, for instance, what was in the mind of the headmistress who asked for "something to be done to the drinking fountain because I don't like the shape of the water." The surveyor sent a plumber.

There are two main variants of the technique of requisition writing: (a) the "terse" and (b) the "tortuous." Both present pitfalls for the headmaster in a hurry. Neither causes the surveyor the slightest difficulty. Here are two examples of each:

The terse:

1. *A sliding door has fallen on a child. Please can this matter be attended to at an early date?*

Query: ambulance and/or carpenter?

2. *Please put new lavatory seat in girls' playground.*

Query: where?

The tortuous:

1. *Keys nos. 3 and 7 and the bed store key have been missing since last week and the teacher thinks that one of the children must have taken them but, although she has searched through the boys and in the field*



and inquired of the mothers, they have not been found.

2. *Please repair the coping stones which are about two feet from the ground and are broken and unsightly and are a danger to boys' legs being loose on the platform.*

The faint suggestion of verbal surrealism exuding from this last example is momentarily shocking.

Then, there are the psychological approaches—the "humble" and the "hearty." The "humility" of the following request, accidental or otherwise, stirred the official conscience and produced prompt action:

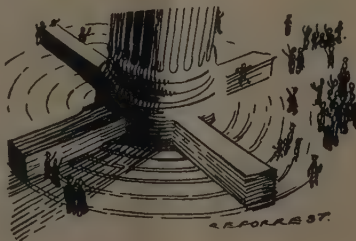
"Will you please arrange for somebody to visit this school and inspect a large cupboard which the headmistress thinks can be turned into a cloakroom for the staff?"

And who could resist this artless (?) display of boisterous bonhomie?

"The 'old iron' gentleman still has not come. Have you a weapon to hand for shifting him in our direction?"

The "O.I.G.," it should be explained was a clerk of works of temporarily specialised function.

And so it goes on. The requisitions arrive and are dealt with; the legend of infallibility grows. But, stay! Even Homer nodded. His staff do not care to remind the surveyor of the builder who proceeded post-haste to a school to "Repair barrister on staircase." They are hoping to live it down eventually.



A year of achievement

NALGO's Annual Report, just published, presents a 120,000-word picture of achievement and progress. These highlights may tempt readers to delve deeper.

The report, a document of 271 pages—the biggest in the Association's history—records that, among many other achievements in 1949, NALGO has:

- ★ Increased its membership by nearly 14,000 to 189,261, making the Association not only the biggest trade union of "blackcoated" workers in Britain (and the world), but the eighth largest trade union of any kind in the country.
- ★ Formed 171 new branches, to give it a total of 1,210.
- ★ Increased its subscription income by £24,000, to a total of £273,000, and its reserves by £16,000, to a total of £183,000.
- ★ Prepared a scheme for the reorganisation of the Association's machinery to equip it to deal more efficiently with the trade union problems of electricity, gas, health, and transport staffs, while preserving its essential unity.

FOR LOCAL GOVERNMENT STAFFS

- ★ While supporting Government policy by refraining from any general wage claims, gained substantial benefits for many members—including nearly 4,000 successful appeals for higher grading, and standard gradings for eleven groups of officers.
- ★ Negotiated two additional grades in the A.P.T. Division, raising the salary "ceiling" from £760 to £1,000 a year.
- ★ Secured improvements in the Charter sickness scheme.
- ★ Gained subsistence allowances and travelling expenses for "outside" officers and the payment of meal allowances in respect of week-end work.
- ★ Negotiated a national scheme of maternity leave.

FOR HEALTH STAFFS

- ★ Helped to establish appeals machinery to settle grading and service conditions problems.
- ★ Assisted in formulating new grades for senior administrative officers.
- ★ Helped to win more pay for many classes of nurses and midwives.
- ★ Played a big part in fixing new salaries and service conditions for medical laboratory technicians, dental technicians, dispensing assistants, and hospital engineers.

- ★ Helped to negotiate training allowances for post-registration student nurses and student district nurses.
- ★ Helped to secure scales for ex-Service student mental nurses and intensive course students.

FOR ELECTRICITY STAFFS

- ★ Secured improvements in the B.E.A. superannuation scheme.
- ★ Negotiated holidays with pay for new entrants to the service.
- ★ Obtained additional leave for voluntary members of the Territorial Forces attending annual training camps.
- ★ Paved the way for the comprehensive Charter of salaries now agreed and announced this month.

FOR GAS STAFFS

- ★ Set up national and district consultative committees.
- ★ Helped to establish a national and area joint councils and a national conciliation panel.
- ★ Negotiated a permanent holiday agreement.

FOR TRANSPORT STAFFS

- ★ Negotiated a £15 increment for traffic and ticket inspectors and traffic time-keepers in the passenger transport service.
- ★ Helped to establish a national and divisional joint councils for docks and inland waterways officers, and to negotiate interim salary scales.
- ★ Established national and district consultative committees.

FOR WATER STAFFS

- ★ Helped to establish a national joint council for water engineers and their deputies.
- ★ Kept under review the proposal to set up joint machinery for the water industry as a whole at the appropriate time.

FOR WOMEN MEMBERS

- ★ Expanded its campaign for equal pay for equal work.
- ★ Encouraged the formation of women's sub-committees in branches.
- ★ Established that married women exercising their right to be exempted from payment of national insurance contributions shall receive sickness pay-

ments as if they were insured in their own right.

FOR ALL MEMBERS

- ★ Examined 45 private and public bills and provisional orders, taking action to protect members' interests wherever necessary.
- ★ Secured the improvement of various draft regulations on superannuation and compensation.
- ★ Given legal advice to 1,262 members on matters arising out of their employment.
- ★ Won claims for damages in numerous cases of accident and secured favourable decisions in libel, slander, and workmen's compensation cases.
- ★ Expanded and improved its Correspondence Institute, starting five new courses and re-writing several others.
- ★ Coached to success some hundreds of examination students.
- ★ Held four summer schools, one in Holland.
- ★ Laid the foundations for international exchange visits.
- ★ Extended its scholarship scheme.
- ★ Lent 1,428 text books to students and bought 295 new ones.
- ★ Held the first national week-end school of branch management, and encouraged district committees to organise similar schools.
- ★ Assisted the development of public relations by local authorities, and branches and district committees.
- ★ Disbursed, through its Benevolent and Orphan Fund, the record total of £28,236 to help 643 distressed members or widows and children of members.
- ★ Arranged convalescence for 1,733 members at its convalescent home, Knole Lodge, Bournemouth—75 free of charge or at a reduced fee.
- ★ Increased the assets of its Building Society from £6,643,000 to £7,307,000.
- ★ Advanced £1,861,870 to 1,534 owner-occupiers, at an interest rate lower than that of any other building society in the world.
- ★ Lent £13,780 to buy cars or motorcycles.
- ★ Issued 3,666 new policies for life, fire, and household insurances.
- ★ Paid more than £33,300 in sickness, hospital, nursing home, and similar benefits.
- ★ Accommodated 8,561 holiday-makers at its two holiday centres and arranged continental holidays for 356.

Readers' Forum

Teachers' Pay Claim

AS A TEACHER, may I comment on the letter from "JOE SOAP" in the April "L.G.S." comparing the salaries of teachers and local government officers?

At 22, he points out, the graduate teacher in the provinces gets £330, the certificated teacher £300, and the local government officer £245. Are the qualifications and responsibility of the graduate teacher worth £1 12s. a week, and of the certificated teacher £1 1s. a week, more than those of the local government officer? I suggest that they are. A graduate teacher normally completes two years' post matriculation work whilst in the sixth form, followed by a three-year degree course and a one-year post-graduate diploma course, all full-time study and all calling for heavy expenditure. The certificated teacher usually completes two years' post matriculation study in a sixth form, followed by two years at a training college. Responsibility is difficult to measure in concrete terms and I might claim for the teacher no small share in the progress of modern society. I will, however, confine myself to the claim that teachers are dealing directly with lives, which can be made or ruined by their failure or success. Of the strain of *real* teaching of between thirty and fifty children I will say nothing: though if any local government officer doubts it, I am sure my colleagues would readily let him take a class to end his doubts.

"JOE SOAP" is more honest when he compares maxima, for here he compares teachers with *qualified* people, such as sanitary inspectors, architects, and engineers. When he does that, the teacher comes lowest but one on the list.

I would add two further points. If a teacher "gave up swotting the day he left college" as "JOE SOAP" suggests, he would not last long. Children prove able and constant examiners. Secondly, "positions of special responsibility" are held by a few teachers only—senior masters. And are there no positions of special responsibility in local government? I cannot believe, for example, that no sanitary inspector gets more than £495.

TEACHER

A Question of Responsibility

"JOE SOAP" did not go far enough: he should have compared the salaries of a sanitary inspector, engineer, architect, planner, and accountant, ranging from £495 to £610, plus £30 London "weighting," not with the teacher at £555 in the pro-

vinces and £603 in London, but with the teacher getting a special responsibility allowance: £595-£705 in the provinces, £643-£753 in London. In my 20 years' experience of local government I have found that most officers, especially with the smaller authorities, who would now be graded V or Va, are required to accept a good deal of responsibility.

INTERESTED

Health Visitors' Claim

WHILE A TEACHER spends only one or two years training, in college, under pleasant conditions, and with long vacations, a health visitor must have at least three years (often four) of very arduous general training, one year's midwifery training, and a further six months' intensive course to qualify for the Health Visitor's Certificate—making $4\frac{1}{2}$ — $5\frac{1}{2}$ years in all.

A health visitor's maximum salary is £435 per annum with no three months' holiday on full pay. Her work for the health and welfare of mothers, babies, and school children, is equally important, nationally, to that of a teacher, and every bit as arduous.

Brentwood, M. E. SCHOFIELD (Miss)
Ruddington, Notts.

Wage Freeze "Fallacy"

K. A. FARMER'S denial of H. G. GREW's statement that the "effect of a rise in wages is a reduction in profit" reminds me of the controversy a century ago over the 10-hour day. Then, the academic economists demonstrated by economics and logic that it was impossible to reduce the existing 12 to 14-hour day to ten hours. But they could not stem the logic of history, which demonstrated that the economists' case contained a fallacy. Since then, trade unions have grown strong because they have worked for better living standards for their members, while leading economists and politicians have cried: "Woe, woe, it can't be done!"

Were Mr. Farmer to analyse the struggle for the 10-hour day, he might discern the fallacy in the current wage-freeze policy and discover that "the effect of a rise in wages is a reduction in profit."

F. NEWMAN

North-East London Electricity Branch

"Drop the Pretence"

NOW THAT the rank and file of the Distributive Workers' Union, by rejecting the wage freeze, have produced a majority within the T.U.C. in opposition to this policy, is it unreasonable to ask that the

N.E.C. will drop the pretence that the majority of the trade union movement supports wage freezing and that the only opposition is that of an unrepresentative minority?

21, Briavels Grove,
Bristol, 6.

C. R. GIBSON

"Communist Doctrine"

PHILIP RICKARD, who protests in the April journal at the publication of my letter in March, will not deter me from expressing common-sense ideas on the fundamental duties of a trade union by dragging the red herring of Communism across the stage. Because he put up such a courageous fight in the N.E.C. for a progressive wages policy, the late ARCHIBUTT was subjected to the same smearing process.

I advanced two arguments against the glib economic assumptions of your editorials; one from the Bulletin of the Oxford Institute of Statistics and the other from an obituary on Montagu Norman in the "Manchester Guardian"; so that, if I am guilty of sinning with the Communists, I sin in good company.

I hope that members will not be moved by this paltry attempt to create prejudice where arguments cannot be answered. The whole controversy centres round your statement in the November "L.G.S.": "We must all accept, with as good a grace as we can muster, a further lowering of our living standards—and the real problem ahead will be to limit that reduction." I, and others, have taken up the cudgels for those who believe that such a policy, discredited in the 1931 slump, will bring untold harm to our Association. Let us, therefore, keep the controversy where it belongs and not wander into the outer darkness with folk like Mr. Rickard.

N. W. Gas Board,
Manchester.

TOM FERNLEY

Clerk and Tradesman

THE FOLLOWING table shows how the gross earnings of the General Division clerk compare with those of the average tradesman, such as a joiner or plumber:

	L.G.O. p.a.	Tradesman p.a.	Tradesmans' Cumulative Gain
20-21	£200	£307	£107
21-22	220	351	238
22-23	245	351	344
23-24	260	351	435
24-25	275	351	511
25-26	290	351	572
26-27	305	351	618
27-28	320	351	649
28-29	335	351	665
29-30	350	351	666
30-31	360	351	657
31-32	370	351	638
Totals	£3,530	£4,168	

The General Division clerk does not get the same annual pay as the tradesman until he is 29, and by that time the tradesman has earned a total of £660 more since he was 20. From the age of 32, when an officer reaches his maximum, he has at advantage of £34 per annum over the tradesman—but his total gross earnings

do not equal those of the tradesman until both are 51.

Without being snobbish, I suggest that the duties and responsibilities of a local government officer in the General Division are at least equal to those of the average tradesman. It is difficult to reconcile oneself to the fact that he should remain monetarily inferior until he attains middle age. These figures provide a strong case for paying the General Division maximum at a much earlier age, and show why so many are leaving local government for industry.

Town Hall,
Runcorn, Cheshire.

L. GRIFFITHS

General Division Pay

WHILST I agree with BRIAN WEBB in the April journal that low pay does not encourage the best men in any sphere, I suggest that it would be irrelevant to base grading either on the cost of a man's education or on his "mental status," whatever that may mean. It is the job that must be graded, not the man, and if the man can do the job he should get the money, irrespective of his education or qualification. I am, however, not prepared to say that the man at the bottom of a fifteen-foot trench has less responsibility than the average junior clerical assistant.

R. SAUNDERS

"Lynton," Mount Pleasant,
Repton, Derbyshire.

"Fatal Stupidity"

ONE MIGHT SUPPOSE that NALGO members would be more intelligent than the manual worker who has had less education. But "Readers' Forum" and the Conference agenda show that the same fatal stupidity pervades all sections of the British public.

Do our members, with their everlasting grouching and whining for more money and longer holidays, not realise the incredibly high standard of living which they enjoy compared with the hungry millions throughout the world? Do they not know that men who are willing to work 80-100 hours weekly for food and shelter are driven by hunger into cannibalism, whilst we work a mere 38 hours in comparatively luxurious conditions?

Why will we not face the fact that these ill-educated, desperate people are being prepared for an assault on our soft, sport-crazed civilisation? Whilst it is of desperate importance that we should prepare our defences, the only motion before the Conference on civil defence displays a despicable lack of patriotism and service.

If we continue on our present path, our Western civilisation will perish within a decade. It grieves me to see no reflection of these grim facts in your articles or correspondence.

What can NALGO do? I submit that if our Association, which should represent intelligent citizens, displays such irresponsible escapism then, without question, this is the final chapter of our country's history.

Northampton.

J. R. DRAPER

Pensioner's Plea

IN A FOOTNOTE to a letter by F. R. FREER in the June, 1949, "L.G.S." it was stated that proposals for amendment of the Pensions (Increase) Acts, 1944-7, "were submitted to the local authority associations some months ago and are under consideration." Those discussions began as far back as September 1948, and pensioners are anxious to know the result.

While the various associations are doing their utmost to increase salaries—already substantially increased—still further, little is heard of any attempt to improve the lot of pensioners, who

Letters for the June journal must reach the Editor, 1, York Gate, London, N.W.1, by May 15. And please keep them short!

struggled in the past for the improved conditions which their younger colleagues are now enjoying. Their pensions, based on pre-war salaries, are supplemented by mere doles under the Pensions (Increase) Acts, and since these Acts apply only to very small pensions, many have not had a penny increase since they retired.

Further, many retired local government officers and teachers, ineligible to qualify for old age pensions under the National Insurance Scheme in the past, are now too old to get any benefit from the scheme owing to the qualifying period of ten years, though some, who joined the scheme before September 30, 1946, may qualify in five years!

Surely justice demands that pensions should be standardised on the basis of the new salary scales, that the means test under the Pensions (Increase) Acts should be abolished; and that all should receive old age pensions at the recognised age. Can further increases in salaries, or even the comparatively big existing salaries, be justified while pensioners are being thus penalised?

St. Meva, Bodmin, Cornwall.

T. H. KEAST

This matter is to be considered by the T.U.C. Local Government Advisory Committee at its next meeting.

Provincial "Weighting"

I WAS interested to read in the February "L.G.S." that travelling expenses in Manchester average slightly over £15 per person per annum. I suggest, however, that members in large provincial towns are better off in this respect than their fellows either in London or in country areas. Owing to the shortage of houses, few local government officers working in the country live in the same district as their offices, while friends of mine in London either pay high rents for local accommodation or are compelled to spend two hours or more each day in travelling, at a cost far exceeding £15 a year.

In my own case, in a country area, I am paying £104 a year for accommodation, in addition to bus fares, and in the London

area I have paid £130 a year for accommodation and thought myself lucky to get any at all.

"INTERESTED"

Engineers' Clerks' Grading

I NOTE with satisfaction the progress the Association is making in the grading of officers in the different departments of the local government service, but am wondering why the clerical staffs on the engineering side have so far been neglected. The work of the engineering department is as important as that of other departments, with staffs often as large as those which have been graded, yet to-day, many chief clerks, who are required to hold a professional qualification, are graded lower than the junior engineering assistant who has completed his apprenticeship but has no qualifications. Something should be done to amend these anomalies.

Engineers' Department,
Blyth.

H. HOPPER

Incremental Dates

WHEN AN OFFICER in the General Division reaches 18, he must pay superannuation contributions from the Monday of the same week. But he gets no increase in pay until the first of the following month. Thus, a monthly-paid officer who is 18 on March 4 pays increased national insurance contributions from February 27, and superannuation contributions from March 4, but he gets no increase in salary until April 1. Cannot this be remedied by making General Division increments payable from the first day of the pay period during which the officer attains the stated age?

County Treasurer's Office,
Shire Hall, Gloucester.

LEWIS MORRIS

Housing Priority?

WHY cannot all local authorities give housing priority to successful applicants for appointments on their staffs?

Many to-day are appointing the second or third best candidates because they will not provide a house for their first choice. The enthusiasm to get on which characterised the local government officer before the war is being killed by this short-sighted policy.

Were all local authorities to house selected candidates where necessary—as some do now—I doubt whether there would be any public outcry from the rate-payers or from those on the waiting lists. The inhabitants of a district pay their rates for efficient local government service, and this can only be given by having the best possible men. Nor would the number of officers so housed appreciably affect the waiting lists.

"DOMUS"

Calling Philatelists

I HAVE BEEN collecting stamps for some years. If any other readers of "L.G.S." have the same hobby, I should like to hear from them.

R. G. DOWNWARD
Crossways, Chaulden Lane,
Boxmoor, Hemel Hempstead.

"ABINGDON" WRITES HIS NALGO

D I A R Y

AS LONDON MEMBERS will have seen from their evening newspapers, NALGO has protested to the Transport Tribunal against the proposals of London Transport to increase fares on trains and buses.

In its objection, the Association pointed out that a substantial proportion of its 30,000 members in the London area travel to work by London Transport services, some of them long distances. Higher fares would be a serious additional burden to them, particularly since their rates of pay have not been increased to the same extent as has the cost of living, nor to the same extent as have rates of pay in general. Existing salary rates were fixed as at January 1, 1948, since when the cost of living, according to the Ministry of Labour index, has increased by nine per cent. Although the Association, notwithstanding strong pressure from its members to claim higher pay, has so far acquiesced in the Government's wages policy, any general increase in travel costs would compel it to seek salary adjustments.

"Workmen's" for all ?

The objection also drew attention to the fact that early morning cheap fares benefit a minority only of NALGO members who happen to travel earlier than most of their colleagues, adding: "There is an obvious anomaly that is certain to create dissatisfaction when some employees regularly enjoy, quite fortuitously, an advantage over other employees who otherwise are neither better nor worse off than they are; and a sense of unfairness is aggravated by the knowledge that large numbers of manual and other workers whose rates of remuneration are higher than theirs, enjoy an advantage solely because they happen to travel earlier . . . It is hoped, therefore, that any concessional fares will apply generally to employees who are compelled to travel to reach their places of employment."

Halifax goes on singing

It is just a year since I commented on the enthusiasm of the singing members of Halifax branch, who had then formed a male voice choir, as "a permanent cultural activity for members." During its first year, I hear, the choir has sung in several charity concerts, at churches, and to entertain old people, and recently obtained both a certificate and a cash award at the well-known "Mrs. Sunderland" music festival at Huddersfield.

Summer schools and courses

The range and variety of summer schools and training courses gets wider each year: Some of which I have details include:

TRADE UNIONISM: A school arranged by the Workers' Educational Association at Beatrice Webb House, Pasture Wood, Holmbury St. Mary, near Dorking, Surrey, from July 1 to 15, at an inclusive fee of £5 a week. Details from W.E.A., 38a, St. George's Drive, London, S.W.1.

SOCIAL WORK: An international conference in Paris, to be held by the National Council of Social Service from July 23—28, with "Social Work in 1950: its boundaries—its content," as its main subject. Details from British National Committee, 26, Bedford Square, London, W.C.1.

OLD PEOPLE'S WELFARE: A six-months' training course, beginning in September, for wardens and matrons for the increasing number of old people's homes, arranged by the National Old People's Welfare Committee, in association with the National Council of Social Service. For a fee of £40, students will be given eight weeks' theoretical training in London, and 16 weeks' practical training, half in selected homes and half in the geriatric unit of a hospital. Details from National Old People's Welfare Committee, 20, Bedford Square, W.C.1.

ADULT EDUCATION: The National Institute of Adult Education, 55, Queen Anne Street, London, W.1, publishes for 6d. a comprehensive calendar of residential summer schools and short courses in an astonishing variety of subjects.

For essayists

Two prizes, of £40 and £15 respectively are offered by the Royal Sanitary Institute for the best essays on "The provision of water supply and sanitation for nine houses not served by a water undertaking or by a sewerage authority," and "Atmospheric pollution." Aspirants should write to the secretary of the Institute at 90, Buckingham Palace Road, London, S.W.1, for details.

New legal officer

As this page goes to press comes news that the National Executive Council has appointed TIMOTHY HALES, for the past five years the Association's assistant legal officer, to be legal officer in succession to W. C. ANDERSON, whose appoint-

LOCAL GOVERNMENT SERVICE

ment as deputy general secretary was reported last month. I hope to introduce Mr. Hales more fully next month, and in the meantime am confident that the many members who have met him or sought his advice will wish him well in his new and more responsible post. The vacant post of assistant legal officer is advertised on another page.

Money to Save

Surprise announcement in a National Savings Committee press notice recently was that, during the Christmas quarter last year, when most people were drawing heavily on savings, the local government staff groups in the movement increased theirs—from £3 15s. a head to £4 7s. 2d.

A sporting interest is given to the movement by the Local Authorities' Savings League, membership of which is open to all boroughs and county boroughs with more than 100,000 population. The league was formed in 1946, largely on the initiative of Liverpool corporation staffs' savings committee. Every six months a table is compiled, and the town with the most points holds the Liverpool Trophy—a metal sign supporting a glove mounted on an ebony base—for the ensuing six months. The present holder is Salford.

Rugby International

I join with Leeds branch in congratulating DICKY WILLIAMS, who is an assistant engineer

at Leeds and ex-captain of the Leeds R.F.C., on his selection by the Rugby League Council to tour Australia and New Zealand during the summer. The council, equally delighted, has given him leave of absence. Opposing the Dominion players will be no novelty for Mr. Williams, since he played in two of the last season of test matches, in addition to being "capped" for Wales.



Fellowship in government research

Nuffield College invites applications, before May 22, for the 1950—51 Gwilym Gibbon Research Fellowship into problems of government. Preference is given to applicants with experience of public service, and a wide choice of subject is allowed. Details from Nuffield College, 19, Banbury Road, Oxford.

Retirement

Congratulations to W. DAVIES, who has retired after more than 44 years' service with Flint C.C. Mr. Davies was one of the first joint secretaries of the county branch of NALGO on its formation in 1920.

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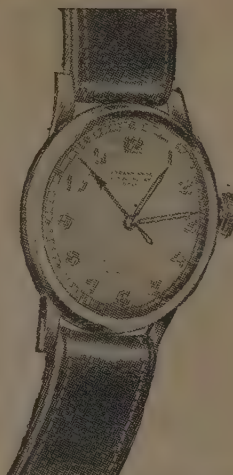
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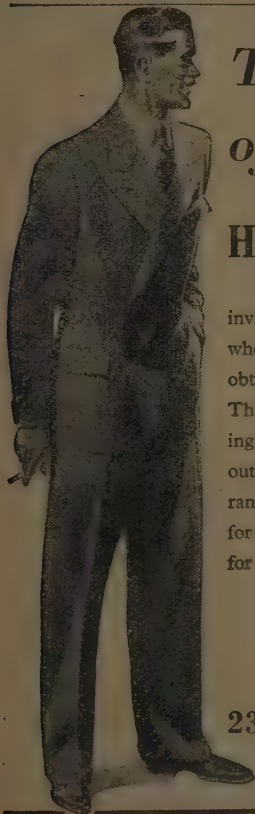
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Education notes

by K. S. CARTER

RECENT PUBLICITY for the international exchange scheme in "L.G.S." has brought many more inquiries from members, and I have also had several more from abroad.

Two Dutch local government officers have offered to exchange houses with British colleagues for a short period. One is a veterinary surgeon who, with his wife, daughter, and son-in-law, wants to visit a country district near London, preferably for about four weeks during June. While he is here, his house at Zaandam, near Amsterdam, will be at the disposal of his English host. The other works in the central planning office of the Netherlands Government in the Hague, and lives in nearby Wassenaar. He wants to bring his wife and two children and, in return, offers his own home, with accommodation for four people.

Another Dutch officer, director of the municipal gas and waterworks at Alphen, on the Rhine, wishes to visit this country with his wife and three children under the more usual arrangement of exchange hospitality. In return, he offers hospitality to a family of four. If any members are interested, will they let me know?

Summer Schools

Enrolments for both the Dutch and Oxford summer schools are coming in steadily. The waiting list for Oxford will remain open until the middle of May, when we shall know the size of the Dutch party. More than 40 scholarships have already been awarded for this school, and it is hoped that branches, areas, and districts which have not yet awarded scholarships will agree to assist students to attend either the Dutch or the Scottish schools.

Members from all sections of the local government service are enrolling for the Dutch school, but so far few inquiries have come from the non-local government branches. I hope that secretaries of these branches will publicise the school as much as they can, and that more health and utility officers will join us for, although most of the lectures will be on local government, the opportunity to see the Dutch public services is open to all and, if a sufficient number are interested, I shall try to arrange visits to Dutch utility services. Applications for the school should be made to me as soon as possible.

Councillors at Week-end Schools

The southern provincial council and the Metropolitan area education committee have set a precedent by inviting members

of local authorities to their respective week-end schools. This is an interesting and valuable development, well worthy of emulation by other district and area committees holding schools, since it provides an excellent opportunity for officers to meet councillors and for councillors to gain first-hand knowledge of officers' current problems.

Oxford Courses for Women

Women non-graduates can spend a month at Lady Margaret Hall, Oxford,

Scottish notes

by R. DEAS

A SUCCESSFUL week-end school of branch management, organised by No. 6 and No. 8 area co-ordinating committees, was held from March 17 to 19 at West Kilbride, Ayrshire. On the Saturday, 53 members from branches in Ayrshire, Dunbartonshire, Lanarkshire, Renfrewshire, and Glasgow heard lectures from prominent Scottish branch and district committee officers on the duties of branch chairman, secretary, treasurer, and ancillaries correspondent; and a talk by the district organisation officer on NALGO's district and headquarters organisation and its Whitley policy. The following morning, D. BELL of the department of social and economic research of Glasgow university, spoke on the history of trade unionism and joint negotiation.

Questions followed each session, and on the Sunday afternoon, the school separated into six groups for discussion of various points raised during the talks, reassembling later to thrash out remaining difficulties with a "brains trust" composed of S. H. BRODIE, district committee chairman; T. SPENCE, district committee secretary, and MISS H. M. MONAGHAN, district women's sub-committee chairman; together with J. L. ROBSON, district organisation officer, and Mr. Bell. The question-master was S. GALBRAITH, Paisley branch, who was also chairman of the school. It is hoped to hold another similar school in the autumn.

A Chance for P.R.O.'s

THE Citizens' Advice Bureau Advisory Council of the Scottish Council of Social Service held its annual conference from March 24 to 27. It was evident from one session, which dis-

from mid-July to mid-August studying a non-scientific subject of their choice under University tutors. The cost is £7 10s. a week, including full board and, if desired, attendance at a summer school being held during that period by the Oxford Extra-Mural Delegacy. Full details from MRS. N. ARCHER, 42, Park Town, Oxford.

Short Course at Burton Manor

Younger members may be interested in a short course to be held at Burton Manor, Wirral, from July 2 to 7. Entitled "Local Government Today—a Survey of the Field," it will study the history and machinery of local government. Chief officers will speak on the work of their various departments, and there will be discussion on current "live" issues. Particulars and application forms may be obtained from the Warden, Burton Manor College, Burton, Wirral, Cheshire.

cussed co-operation between the statutory and voluntary organisations, that many of the voluntary workers present had little knowledge of the powers and duties of a local authority, and there would seem to be some scope for a small book describing the types and duties of Scottish local authorities. Here is a chance for NALGO branch public relations officers to fill the gap in districts where the local authority does not publicise its work. Something on the lines of the course of lectures on local government, sponsored some time ago by Perth county at NALGO's request, might fill the bill.

Another useful suggestion was that university social science students might be given part-time employment by local authorities, thereby gaining a wider knowledge of local government work. The need was also urged for more joint meetings at which municipal and voluntary workers could establish personal contact, and discuss common problems. The conference was itself a good example of this since, though most of the speakers came from voluntary bodies, the four chairmen of sessions and most of the discussion group leaders were engaged in local government.

Other subjects discussed by the conference were the scope and recent development of the welfare services, care of homeless children, old people's welfare, problem families, and the treatment of handicapped persons and care of their families.

Scottish Conference

The Scottish Conference reported last month was opened by Bailie J. B. STEWART LAMB, not by Bailie J. B. Stewart, as was printed.

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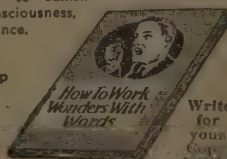
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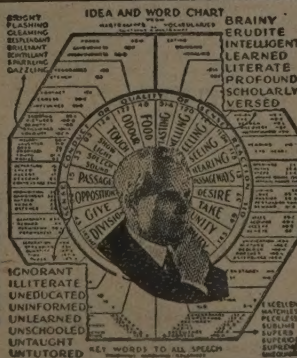
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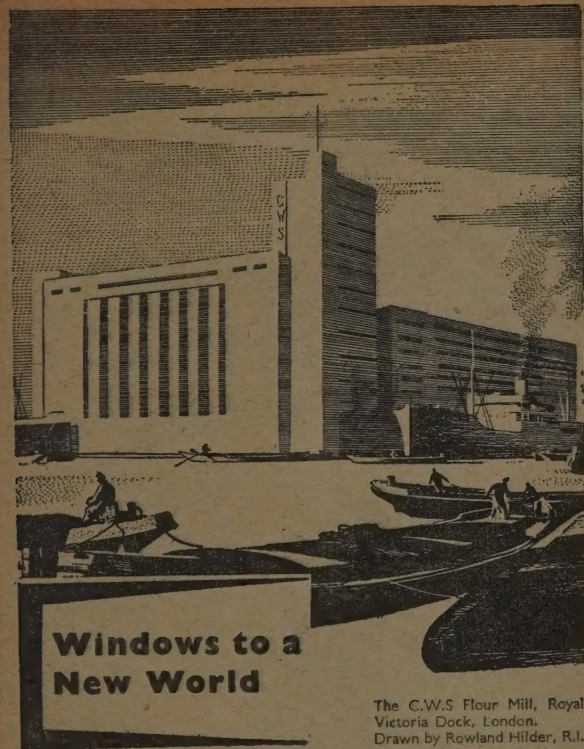


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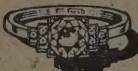
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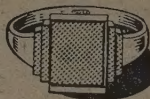
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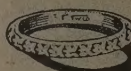
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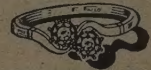
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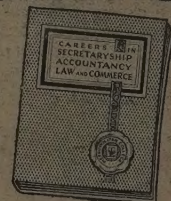
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